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**REPORT**  
*of*  
**Executive Officers — Executive  
Council — Departments**  
*and*  
**Standing Committees**  
*of the*  
**MASSACHUSETTS  
STATE LABOR COUNCIL**  
**AFL-CIO**



***Fourth Convention***  
***September 27-30, 1961***  
**BOSTON, MASSACHUSETTS**



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## *Secretary-Treasurer*

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## *Executive Vice Presidents*

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ALBERT G. CLIFTON.....*Legislative Agent*

FRANCIS E. LAVIGNE.....*Director, Education & Research*

JOSEPH J. CASS.....*Director, COPE*

GERARD KABLE.....*Director, Publications & Public Relations*

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\* Resigned June 15, 1961.    \*\* Elected July 20, 1961.



# *Executive Officers' Report*

To the Officers and Delegates to the Fourth Annual Convention of the Massachusetts State Labor Council, AFL-CIO

## GREETINGS:

A year ago, the Executive Officers and Vice Presidents of this Council shared with the delegates the new hope and the new optimism which had been stirred by events preceding our third annual convention. The Junior Senator from Massachusetts had been nominated Democratic candidate for the Presidency of the United States and reports from all sections of the country indicated that he was well on the way to the White House.

We had particular reason to be elated as we had been the first labor group in the country to urge him to seek the nomination and the first to pledge full support to his candidacy.

The economy of the nation was at the time being strangled by a fourth post-war recession without having fully recovered from previous declines and we were convinced that the election of John F. Kennedy to the White House would eliminate the veto-threat which had for eight years stalemated Congressional action on long-range anti-recession measures consistently advocated by organized labor.

The first and most important undertaking facing your Council after last year's convention was to bend every effort toward full coordination of political activities in the state so as to elect friends of labor to Congress and to the Massachusetts General Court.

It was recognized everywhere that organized labor was the most influential single force in the campaign. The Executive officers of your Council were called upon more frequently than in any previous election year to participate in the campaign. They made numerous television and radio appearances and answered all calls for speaking engagements. Because of our closer association with the Democratic Presidential nominee, we had expected to be called on to help build his strength among labor groups in other states and your president did make a number of personal appearances beyond the State's borders at the height of the campaign.

At the same time, our political education setup was operating at top efficiency. Hundreds of volunteers from labor's ranks went canvassing from house to house. An army of over twelve hundred union people were at work on election day distributing literature at the polls, making telephone calls, and manning cars to transport voters from their homes to the voting booths. A detailed breakdown of these activities will be found in the COPE Department report.

The election of John F. Kennedy to the Presidency of the United States and the majorities won by liberals and progressives in both the Congress and the Massachusetts General Court, however, did not mark the beginning of a time for complacent relaxation. It was rather the signal for labor to intensify its efforts to get its program through the legislative mills and to work with greater anticipation of success toward implementation of its many resolutions and recommendations.

The interval between election and inauguration could not be allowed to become a vacuum. To win the legislative battles ahead, our members had to be kept informed of developments and alerted constantly to make personal or written contacts with the representatives in Congress whenever issues of importance were reaching a climax. As an instance, pressure from labor was a factor in getting the House Rules Committee into proper balance to make certain that no part of the legislative program promised by the President would be bottled up in committee to die an unnatural death even more agonizing than death by presidential veto.

Our greatest concern at the beginning of the year was the high and un-diminishing rate of unemployment and our greatest hope was that Congress could be moved to act promptly on the President's program not only to legislate measures for immediate relief but to seek out ways and means for establishing full employment on a more permanent basis.

Congress, although controlled by substantial Democratic majorities in both branches, was still subject to be swayed by a powerful coalition of reactionaries and ultra-conservatives from both parties and could not be expected to move strictly in tune with the needs of the times without prodding. Organized labor was the logical force to generate the necessary pressures.

Your Executive Officers attended the Washington Conference of State Labor Councils last December and placed your Council in position on the national team to work for prompt Congressional action. Thorough effectiveness, however, would be achieved only with the full cooperation of all affiliated local unions—and your Executive Officers carried their message and their appeal directly to the locals by means of regional conferences sponsored by various central labor bodies throughout the state. From the early part of February through mid-June regional conferences were held in Cambridge, Brockton, Lawrence, Lowell, Peabody, Quincy, Worcester, Leominster, Lynn, New Bedford and Framingham.

We believe that the comparatively quick passage by Congress of extended unemployment benefits, aid to distressed areas and a higher minimum wage with added coverage was the result of labor's success in making members of Congress aware that the working men and women of America were running out of patience.

These measures brought some degree of relief by giving some fifty thousand idle workers in Massachusetts additional unemployment benefits, by making it possible for areas with unemployment rates of 6% or more to secure loans and grants from the federal government to build new plants, improve public facilities, and retrain dislocated workers. It would increase the purchasing power of low-income families and assure higher pay for more than three and a half million workers newly covered by the minimum wage law. The relief these measures brought, however, would be temporary and would not permanently solve the basic problems.

Your Council was one of the first in the country to stage a statewide Get-America-Back-to-Work Conference for the purpose of getting industry, the clergy and labor united in a concerted effort to get quick Congressional action. Trade unionists from all sections of the state attended the Conference on May 11 to hear not only labor's views on the need for quick enactment of anti-recession measures but also the views of industry and of the clergy. It was a spokesman for industry who, from the rostrum at the Conference, said:

"We cannot lay claim to a superior economic system when we are forced to admit to the existence of over a hundred depressed areas and to the plain,



unvarnished truth that five and a half million of our able-bodied American workers are still unemployed."

Since then Congress has enacted additional measures, including improvements in social security benefits, additional help for the children of unemployed workers, and a housing and urban renewal program. Federal aid to education, a social security medical care program and other important measures supported by labor are still pending before Congress. Much more is needed to round out a program for permanent cure. Organized labor's program at the federal level—as it was tentatively outlined at our Get-America-Back-to-Work Conference—would also include a comprehensive public works program to build sorely needed hospitals, roads, airports and other facilities, a more intelligent approach to the development of our natural resources, general tax relief, and an immediate acceptance by the federal government of its responsibility for providing safeguards and cushions for adjustments to rapid technological changes.

While it is being generally ignored by our private and commercial media of communication, the tragic fact is that as of this writing the level of joblessness nationally has remained at near 7% for eight consecutive months. It is disturbing to note that the tautening of world tensions over the Berlin crisis might—as emergency measures are taken to meet the crisis—create a temporary artificial boom and increase resistance in Congress to any long-range program for stabilizing the economy.

Your Council must not at any time relax in its efforts to bring about the enactment of measures designed to increase the nation's rate of economic growth sufficiently to prevent improvements in machinery and working skills from resulting in permanent unemployment for millions of workers and prolonged idleness of a large percentage of our plant facilities.

Though we have made progress through our efforts at the national level, we do not seek plaudits but rather your pledge of continued cooperation in the tougher battles that appear to be shaping up for the year ahead.

### **In the State**

Despite the division between the Legislative Branch and the Executive Branch of our State Government, on the whole we made some progress in our legislative program. We made arrangements in November to meet with the new Governor for the purpose of acquainting him with our views on needed legislation. We expected cooperation and support in our legislative efforts from all branches of Government.

Not only were we seeking improvements in existing laws affecting the welfare of working men and women, we wanted to place on the statutes sorely needed new legislation and we were ready to resist any new attempt at retrenching on past legislative gains.

The effective opposition mobilized by our Legislative Department helped to defeat an early attempt to put public transportation under the Slichter Act. Later, an attempt was made by anti-labor blocks to remodel the anti-injunction law and to fashion new strike-breaking tools. This met with our opposition and was defeated.

On the positive side, we won substantial improvements in our Workmen's and Unemployment Compensation laws. Not only were weekly benefits raised for the totally disabled workers but benefits for the widows and children of victims of industrial accidents were substantially increased.

In Unemployment Compensation, it was our bill to stabilize the Fund that finally attracted support from a group of employers to win approval of the Legislature.

We regret that Governor Volpe vetoed a minimum wage bill that would have provided a better living standard for some 400,000 underpaid workers in Massachusetts. We regret also that the Legislature failed once again to recognize the need for enacting a sickness disability insurance plan fashioned on the California law—or the long-range benefits to the industrial life of the state that would follow passage of legislation to provide unemployment compensation to workers idled in labor disputes prolonged by employers for more than six weeks.

You will find more details of our legislative activities at the state level in the Legislative Department Report.

### **Our Standing Committees**

Our standing committees have functioned excellently throughout the year, as will be noted in the individual reports. These committees have had the full cooperation of your executive officers and the members of our staff at all times. We will continue to strive for improvement in attendance, assignments and all phases of activities of our standing committees, as they are an important adjunct to your Council and serve a vital purpose in the conduct of your Council's affairs.

A few highlights of last year's committee activities will serve here to illustrate their importance. The following are a few of the projects and legislative gains in which standing committee work was involved:

- An increase in affiliations which increased the prestige and the strength of your Council and takes us nearer to the complete solidarity which is the aim of all responsible labor leaders in the state.

- Final approval from the Legislature to place on the ballot next year the question of a Constitutional Amendment to give the General Court the authority to enact a graduated income tax.

- Increases in Workmen's Compensation benefits.

- Two Labor-Civil Defense Workshops which almost immediately proved to be of utmost importance and timely when the whole nation was suddenly awakened to the serious deficiencies in our civil defense setup and our pitiful lack of fallout shelter protection by the threat of a nuclear war over the Berlin crisis.

- Arrangements through the Massachusetts Podiatry Society for providing free foot care to members of our unions and their families who are unemployed or idled by strikes.

- Supplying health information and clinical care to our members through the Medical Foundation, Inc.

- Sending a young trade unionist from India back home from the Harvard Trade Union Program on a new artificial leg instead of the crutches on which he had come to America.

- Establishing new legislative barriers against discriminations based on racial or religious prejudices.

- An all-day statewide Organizing Conference on September 15 to discuss policies and techniques of the AFL-CIO in the field of organization.

There were many other highlights in the work of our standing committees throughout the year and we refer you to the Reports of the Committees for further details.



## Varied Activities

Let us touch briefly on some of the various functions of your Council as well as a number of special projects undertaken during the year.

The Third Annual Labor Institute conducted by our Department of Education and Research at the University of Massachusetts this year was a pronounced success after attracting a record attendance from all over the state. The theme of the Institute was appropriately called "Labor and the New Frontiers."

Our Third Scholarship Award Program, also conducted by our Department of Education and Research, attracted the participation of some 2,200 seniors from 184 public and private high schools throughout the state. The two \$500 scholarships awarded by your Council will be presented at the convention to Brian W. Daury of Springfield Technical High and Ellen M. Snyder of Boston Girls' Latin School. The William T. Fitzgerald award will be presented to Maria L. Jane of Northbridge High in Whitinsville. Twenty other seniors received area awards ranging from \$50 to \$300 for a total of nearly \$5,000 distributed under our program.

Three Harvard Trade Union Fellowships are also made available to our membership through our Education Department, two of which are paid for by your Council and the other granted by the Harvard Trade Union Program.

Also sponsored as an educational function, your Council once again paid all expenses to send to Washington the state's winner in the Annual National Essay Contest on Employment of the Physically Handicapped.

The Annual Area COPE Conference this year was held in Boston and was attended by a well-represented cross-section of our state. Needless to say, the functions of our COPE Department are essential to the successful conduct of the affairs of your Council. It is important that all of our affiliated local unions cooperate at all times with this department, not only at the height of election campaigns but throughout the year. The number of friends we elect to the Legislature to help us make progress in our legislative endeavors is determined by how successful we are in our political activities.

Important affairs in which your officers participated during the year included the National Institute on Health Services; Testimonial to President George Meany sponsored by the Knights of Columbus; the White House Conference on the Aging; the Tufts University Assembly of Massachusetts Government; the Department of Commerce Industrial Development Seminar; conference sponsored by N. E. Labor Councils and the National Rehabilitation Association; and affairs conducted by the Mass. Council for Public Schools, the Massachusetts Committee on Children and Youth, the Massachusetts Committee of Catholics, Protestants and Jews, and the Catholic Labor Guild.

Besides the appointment of your president to the Governor's Special Commission on Sunday Closing Laws and the Massachusetts Citizens Committee for the location of the NASA Apollo Project, and the reappointment of your secretary-treasurer to the Federal Advisory Council on Employment Security, labor representatives were supported by your Council for appointment or reappointment to the Massachusetts Transportation Commission; the Lowell Technological Institute; the Department of Labor Advisory Committee on Problems of Ionizing Radiation; the Board of Directors of the Massachusetts Community Organization Service; the Medical Foundation for Health Education; the Massachusetts Rehabilitation Board; the Board of Directors of the United Community Services; the Boston Chapter of the American Red Cross; the Board of Trustees

of the University of Massachusetts; the Advisory Committee on Correction; the Civil Defense Advisory Council for Region I; and the Labor Participation Committee of the United Fund.

Many appeals are addressed to your Council during year—from affiliated unions and central bodies or from institutions and civic groups asking for cooperation, support or participation in some worthwhile cause. Your Council has responded always in accordance with established policies and has contributed, supported and participated in all cases where such action was in the best interest of our membership.

### Conclusion

Limited space necessarily precludes elaborate details on all functions and activities engaged in by your Council in the course of a year. We trust, however, that this report gives a clear picture of how your officers have discharged their obligations since the last convention and how they have coped with the challenges of this twelve-month period.

We believe that we have made some progress in many areas and we should like to repeat that every step forward has been made possible by the confidence displayed by our members and by the cooperation we enjoyed from everyone.

Our main objectives still lie ahead of us. As members of organized labor we are dedicated to the achievement of full employment and a healthy economy, to the wiping out of all prejudices and injustices, and to the building of a better America that will stand out among the nations of the world as a citadel for peace-loving and freedom-loving people everywhere.

With your continued cooperation, we will face the tasks ahead of us with vigor and determination and retain our position of leadership as a constructive force for the general welfare of the Commonwealth.

Respectfully submitted,

J. WILLIAM BELANGER, *President*

JOHN A. CALLAHAN, *Exec. Vice Pres.*

KENNETH J. KELLEY, *Secretary-Treasurer*

SALVATORE CAMELIO, *Exec. Vice Pres.*

### VICE PRESIDENTS

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EDWARD WALL

\* Resigned June 15, 1961.    \*\* Elected July 20, 1961.

## *Report of Secretary-Treasurer*

To the Officers and Delegates to the Fourth Annual Convention of the Massachusetts State Labor Council, AFL-CIO

### GREETINGS:

As required by the Constitution, I submit, herewith, a report covering the financial condition of the Massachusetts State Labor Council since the last Annual Convention. In the back pages of this book will be found the Certified Public Accountant's audit for the period July 1, 1960 through June 30, 1961. I urge the delegates to this Convention to carefully study the auditor's report as well as all the other reports.

Exhibit 1 shows that the assets of the organization have increased moderately in the most recent fiscal year, and now amount to \$62,622.84. Our cash position has improved with a balance in all accounts of \$43,366.81 as of June 30th, 1961. This is up more than \$4500 over the previous period. The net worth of the State Labor Council increased by more than \$10,000 to \$48,936.94, an encouraging improvement indeed.

There is presented in Exhibit 2 of the auditor's report, a detailed analysis of the income and expense for the past fiscal year. Total income received amounted to \$198,117.94, up more than \$10,000 over the previous period. However, it is significant to note that income from per capita tax dropped by more than \$9000 since the last convention. This substantial decline in revenue was one of the side-effects of the 1960-61 recession which sharply cut employment in many of the large industrial plants in this state whose employees are members of locals affiliated with the State Labor Council. Many of our large affiliates sharply reduced their per capita payments as their membership dwindled. This represented a shrinkage of almost 16,000 members averaged out over the past twelve months.

The impact of unemployment on affiliated members, with the corresponding reduction in income therefrom, is even more significant when you consider that the State Labor Council gained 91 new affiliates in the same twelve-month period, about which I will comment later.

Net income for the past fiscal year was \$10,084.44, a drop of \$4,644.94 over the income picture presented to the last convention. This is due to the fact that the COPE Department expenditures sharply increased as was to be expected in an election year. The expenses of COPE in the 1960 election campaign amounted to \$28,802.19; certainly not an unreasonable expenditure when one considers Labor's stake and responsibility as the political arm for the AFL-CIO in Massachusetts.

A more effective method must be devised to finance the State COPE activities in future campaigns than the present system. The response to the COPE \$1 voluntary membership drive has been a dismal disappointment under the present setup whereby most funds raised are retained by Internationals rather than channeled through National COPE for automatic remittance, of one-half of the amount raised, to state COPE organizations.

Because of the extraordinary COPE expenditures referred to above, the expenses of the State Labor Council for the past 12 months increased by



\$15,000 over the previous period and amounted to \$188,033.50. This, in spite of the fact that every effort was made to operate the State Labor Council as efficiently and economically as possible. Proof of this economizing can be seen in the fact that the total expenses chargeable to the General Fund amounted to \$159,231.31, which was \$23,520.19 less than the expenses for the 1959-60 fiscal period.

The 1960 Convention put into effect a Constitutional requirement for a \$5.00 Registration Fee for each delegate attending future Conventions. The sponsors of this registration fee intended that it be used chiefly to defray the costs of conducting annual conventions of the State Labor Council. These costs generally exceed \$10,000 for a three-day convention, even though, as can be seen from Schedule 2, the expenses of the 1960 Convention were slightly under this figure. With a 4-day Convention being held this year, together with a Convention Banquet and a number of other innovations planned for the delegates, I predict that the total costs of the 1961 Convention will be in the vicinity of \$13-14,000. Instead of lessening the costs of annual conventions, the inauguration of a \$5.00 registration fee will have just the reverse results.

Based upon my experience and observation of the way in which this Convention registration fee has been working out, I am firmly convinced that it has created more problems than it has solved and should be eliminated. In the past few weeks we have had correspondence with affiliated unions who sent in their local's credential for this Convention but failed to include the \$5.00 registration fee for each of their delegates. Some of them, particularly smaller locals, have insisted that their delegates be allowed to attend the Convention even though their delegate prefers not to or can't afford to attend the Convention Banquet. Reaction from other locals has been mixed and a source of controversy. I fear that the establishment of the registration fee will have an undesirable effect in deterring some affiliates from sending delegates to this convention or sending less than their full quota. If that proves to be so, then in my opinion, it should be eliminated as a Constitutional requirement for the seating of delegates at future conventions. If a banquet is to be an integral part of the social activities of conventions of the State Labor Council, then it can be more easily financed by the sale of tickets to the delegates at the opening of the convention. Delegates who can't or prefer not to attend a convention banquet, should not be barred from attending sessions of the convention.

Earlier, I referred to the fact that the number of additional affiliates secured during the most recent fiscal year amounted to 91. As can be seen from Schedule 1, this very encouraging increase was partially offset by the loss of 58 locals due to suspensions, mergers, withdrawals, etc., during the same period. The list of new affiliates or reaffiliates together with the list of suspended locals will be found in the pages preceding the auditor's report in this pamphlet. The net gain in affiliates of 33 locals brings the total number of affiliated organizations to 1052 as of June 30, 1961.

Shortly after the last Convention, the State Labor Council launched an aggressive campaign to secure new affiliations. Letters were sent to every unaffiliated AFL-CIO union in Massachusetts urging them to join the State Labor Council. Simultaneously, the AFL-CIO established a new department at National Headquarters to work with State and Local Central Bodies on this and other problems. Stanton Smith was appointed Co-ordinator of the new department. During the past year he has furnished all State Labor Councils with a break-down of the local unions in each state chartered by AFL-CIO Internationals. Letters have been sent by us to all unaffiliated locals on these lists.

In a number of cases, the International union involved has co-operated splendidly and urged all their locals to become part of the State AFL-CIO. The response from some other Internationals has been poor. Too many Internationals merely give lip service to appeals from President Meany and the AFL-CIO to have all their locals join their State Central Bodies. At the Biennial Conventions of the National AFL-CIO, resolutions are submitted by State Labor Councils making affiliation with such councils mandatory on the part of all AFL-CIO Internationals. Until now the voluntarism that characterizes the structure of the AFL-CIO has prevented the insertion of a mandatory affiliation provision in AFL-CIO Constitutions. Perhaps this makes mandatory affiliation an insurmountable obstacle. If so, a number of Internationals can and must do a better job in seeing that all their locals become affiliated with their respective State Central Bodies.

I estimate that in Massachusetts there are around 700 AFL-CIO unions that for one reason or another are not presently affiliated with the Massachusetts State Labor Council. Some of these locals are quite small and find even the minimum per capita tax of \$3.00 monthly a financial burden. Most of them however, are of sufficient size that they can well afford the relatively slight costs of affiliation. Immediately after this Convention another all out intensive campaign should be made to bring these "free riding" locals into the State Labor Council. This campaign merits the whole-hearted co-operation of all AFL-CIO International unions. More and more the services which the State Labor Council is uniquely equipped to render are needed by all locals interested in giving their membership maximum representation and service, particularly in legislative matters both at the State House and in Washington. Just as "no man is an island" any longer in this fast moving world where geographic boundaries have been telescoped, so also no longer can any AFL-CIO union "go it alone" except at their peril and to their membership's detriment.

During the past year, the officers of the State Labor Council have been giving increasing thought and attention to the delicate problem of some affiliates who "chisel" on their per capita tax payments. The provisions of the Constitution (Article VIII, Sec. 1), requiring affiliated locals to pay per capita tax on the same number of members that they pay to their respective international unions, has had to be invoked. In each case the affiliate involved rectified the discrepancy. It is no secret that there are a substantial number of other affiliates who pay on less than their true membership. Without doing violence to the voluntary nature of affiliation with the State Labor Council, the Executive Council should come to grips soon with this touchy problem. If every potential AFL-CIO union was affiliated with the State Labor Council and if all present affiliates paid a true per capita tax, the State AFL-CIO would be in a position to greatly expand its functions and services and could truthfully represent all of the 500,000 AFL-CIO members in Massachusetts before the Legislature where numbers count.

Together with the Executive Officers and the Department Directors, I have attended many meetings throughout the State since the last Convention. Most importantly have been the Regional Conferences conducted by Central Labor Councils. In the first 6 months of 1961 about 12 of these regional meetings were held in principal cities of the state. These grass roots meetings proved a most effective forum for explaining the State Labor Council's legislative program and other policies to the officers and members of local unions. At many of them the Legislators from the area involved participated and received a thorough indoctrination into the reasons for Labor's legislative proposals. To-



day more than ever before, the officers and members of labor unions need to be kept informed of developments affecting their members economic interest. There is no better way of accomplishing this continuing educational task than through periodic conferences in all sections of the state under the sponsorship of Central Labor Councils and the Vice Presidents of the State Labor Council.

A few months ago when the debilitating effects of unemployment were ravaging this state the State AFL-CIO conducted a most successful "Get America Back to Work" Conference. While this was scheduled as a prelude to a similar national conference, which never materialized, it vividly focused attention on the economic hardship being suffered by working people and their families in many Massachusetts communities. It is encouraging to note that the Congress responded to the serious effects of mass unemployment by enacting the Area Redevelopment Act. This comprehensive Federal Program providing for loans, grants, technical assistants, etc., amounting to \$390,000,000 to chronically depressed communities throughout the United States is now functioning. Organized Labor has a very vital stake in seeing that Massachusetts communities with a long history of chronic unemployment immediately put themselves in a position to qualify for this very substantial Federal assistance. It would be ironic indeed if communities in the South and Southwest beat Massachusetts to the punch in securing these benefits. Ironic because many of these areas in other sections of the country were responsible for creating depressed areas in New England by luring our industry and jobs away prior to World War II.

This week the State Labor Council sponsored a most successful state-wide organizing conference, through its Committee on Organization and Affiliation. The attendance at this meeting from International and local unions was most encouraging. In conjunction with the AFL-CIO New England Regional Office, an intensive drive will commence shortly among unorganized workers in this state, particularly in the white-collar fields.

Automation and the changing nature of our manufacturing industries has resulted in a continuing decline in the numerical strength of AFL-CIO unions both in this state and throughout the nation. The implications of the reduction of the number of unionized workers in relation to the total work force can no longer be ignored. The time has come for all AFL-CIO Internationals to embark upon a concerted organizing campaign in co-ordination with the AFL-CIO Regional Directors. I fully appreciate that organizing new workers is more difficult today than it has been for many years. The difficulties posed by Federal legislation and agencies are not, however, insurmountable. New techniques, approaches and methods are necessary to attract semi-skilled and other white-collar workers. Unless AFL-CIO affiliates organize them, others with discredited credentials may accomplish the task. Perhaps the recent state-wide organizing conference may produce a significant break-through in the organization of white-collar workers in the growing research-based industries of Massachusetts.

Elsewhere in this book will be found the reports of eight Standing Committees of the Massachusetts State Labor Council which deserve serious consideration by the delegates to this convention. I have already referred to a recent project of the Committee on Organization and Affiliation.

Surpassing all other committees has been the breadth and depth of the activities of the Committee on Community Services. Under the Chairmanship of Vice President Helen Tafe O'Donnell, and Committee Secretary Joseph D. McLaughlin, this Committee has met biweekly since the last Convention and has achieved a most enviable record of accomplishment. The details of some



of their projects are to be found in their report. Hardly a meeting of the Executive Council occurred without the Committee on Community Services submitting a well-thought-out new program of benefit to union members and their families. This hard working committee has blazed many new trails in the field of social and community activities that have won nation-wide attention and acclaim.

The Committee on Workmen's Compensation has functioned very effectively since the last Convention. Noteworthy is their publication of a revised guide book on the Mass. Workmen's Compensation Act. The Committee played an important role in recently enacted legislation reorganizing the Industrial Accident Board, the results of which will be closely watched to see if they accomplish the desired objective of reducing the intolerable delay in processing injured worker's cases. The Committee has been fortunate in having the services and sound advice of people thoroughly familiar with the administration of the Workmen's Compensation Act: Laurence Locke, who served as Legal Advisor, and Industrial Accident Commissioners Thomas W. Bowe and Sven Peterson.

The Committee on Taxation under the Chairmanship of Vice President Richard O'Keefe continues to play an important part on keeping union members informed on tax problems and legislation. Largely through the Committee's efforts, the voters at the 1962 election will have the opportunity to vote upon a constitutional amendment providing for a Graduated State Income Tax for Massachusetts. A tremendous educational program will be necessary to acquaint union members and voters with the merits and need for this progressive tax reform. In my opinion, the State Labor Council through its Committee on Taxation should immediately start preparing an educational campaign if this question is to be approved by electorate next November. The foes of a fair and reasonable state income tax, will wage a well financed campaign against it—hoping to push this state into a sales tax with all of its evils and inequities.

The Committees on Education and Research, Civil Rights, and Social Security endeavored to maintain regular meetings and function actively during the past year. They, however, along with some of the other Standing Committees found the problem of lack of attendance at committee meetings, rendered their efforts somewhat less effectual than was desired. In this connection, the Executive Council is submitting to this Convention a constitutional amendment aimed at correcting the problem of lack of attendance at some committee meetings. It is most discouraging for some members to attend a committee meeting at considerable inconvenience only to find that a quorum is not present. Certainly among the affiliates of the State AFL-CIO there are enough sincere and competent individuals who, if they accept appointment to a Standing Committee, will attend meetings regularly. I heartily concur in the proposed requirement that committee members missing two consecutive meetings be replaced.

Elsewhere in this book are contained detailed reports by the Directors of the State Labor Council's Departments of Legislation, Education and Research, COPE, and Public Relations and Publications. The activities since the last Convention of these four important Departments merit the careful analysis and consideration of the delegates to this Convention. These four Departments, staffed as they are with full-time directors, continue to render many services to affiliates of the State Labor Council. With relatively slight additional financial support, the services of these Departments can be greatly expanded and strengthened, particularly in the field of legislative activity.

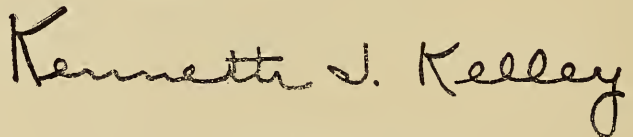
While 1959 was a banner year as far as labor's legislative accomplishments were concerned, the results of the 1960 and 1961 sessions were far short of what the labor unions of this state had the right to expect from the Great and General Court. More concerted support by all AFL-CIO affiliates must be forthcoming in order to assure the enactment on Beacon Hill of the reasonable and realistic legislative program of organized labor in this state. Legislative Director Broyer and Legislative Agent Clifton will need and should receive the wholehearted support of the officers of all affiliated unions both at legislative hearings and when labor bills are coming up for action in the House and Senate. With all of the political winds being stirred up on Beacon Hill by actions within, and without, the State House, labor's legislative program, attuned to political and economic realities, must not be permitted to suffer any longer because of the vagaries of political fortune.

The delegates to this Fourth Annual Convention are confronted with these and many other grave challenges and at the same time great opportunities. As the United States and the free nations of the world are faced in the next few months with serious threats and problems, our nation and our labor movement must hold fast to its ideals and traditional principles. On the national level, President Kennedy is demonstrating an attitude of reasoned leadership and unflinching courage in the face of raw Soviet power that threatens the security of this country and the world. In this struggle for survival, the trade union movement must demonstrate an unparalled degree of economic statesmanship if it is to fulfill its manifest destiny. I am confident that the delegates to this Convention will prove themselves worthy of this great responsibility and trust.

I wish to extend my grateful appreciation to President J. William Belanger, Executive Vice Presidents John A. Callahan and Salvatore Camelio, and all the members of the Executive Council for their splendid co-operation and assistance during the past year. My thanks go also to Directors Broyer, Lavigne, Cass, Kable, and Legislative Agent Clifton for their continued support. I would be less than grateful and candid if I did not express my appreciation to AFL-CIO Regional Director Hugh Thompson and his assistant, Franklin J. Murphy; Commissioner of Labor and Industries John Callahan; Industrial Accident Board Commissioner Thomas W. Bowe; State Labor Relations Commissioner James Kelley, and Robert M. Segal, Legal Counsel for the State Labor Council, all of whom have rendered to me personally and to the organization wholehearted co-operation. To the staff at the State Labor Council's office, Frances Balough, Beverly Jones, Judith Tripp, Rita Johnston, Carole Martin, Harriet Jaspersen, Ida Velleman, and Janice Kenny, I say a "heartly thank you" for their untiring and unselfish devotion to the manifold duties of our headquarters.

To the officers and members of affiliated unions as well as to the delegates to the 1960 Convention, I wish to express my grateful appreciation for the confidence that they have demonstrated in me and for the opportunity that they have given me to serve as your Secretary-Treasurer. To the best of my ability, I have tried to measure up to their expectations and to the high standards for this most important position.

Respectfully submitted,

A handwritten signature in dark ink, reading "Kenneth J. Kelley". The signature is written in a cursive style with a large, stylized 'K' and a long, sweeping underline that extends to the right.

*Secretary-Treasurer*

# DEPARTMENT REPORTS



## REPORT OF LEGISLATIVE DEPARTMENT

By: JAMES A. BROYER, *Director*

ALBERT G. CLIFTON, *Legislative Agent*

A year ago, when our Convention met, the Legislature was still in session. From then to prorogation on November 23, 1960, one hundred and forty-five (145), additional measures were enacted.

This year the Legislature prorogued on May 27, 1961; the shortest session for many years.

It is interesting to note that two hundred and twelve more measures were enacted in 1960 than were enacted at the 1961 Session, and of these, one hundred and forty-five were enacted after our Convention adjourned on October 7, 1960.

For comparison, the record for the two sessions is as follows:

	1960	1961
Legislative Documents .....	4,205	3,905
Legislative Research Council		
Reports .....	9	10
Report of Judicial Council of		
Massachusetts .....	27	36

The above Senate and House Legislative Documents, plus the items reported for consideration by the Legislature, from the Legislative Research Council and the Judicial Council of Massachusetts, accounted for the following enactments.

	1960	1961
Acts .....	815	627
Resolves .....	126	127
Orders Adopted .....	36	11

The 1961 Session proved that if circumstances are favorable and major matters such as the Budget are handled expeditiously, a session can end early. It also proved what we have long contended; that no changes restricting the "Right of Petition" is needed to insure a short session, for in 1961, we had the usual number of bills that are filed before the closing date.

### Anti-Labor Legislation

This Department had a major task this session to defeat measures that would place restraints on unions in the public passenger transportation field. Also, one other that would have rendered the Anti-Injunction Law relating to labor disputes a dead letter.

At a time of inflamed public opinion, Governor Volpe sent a special message to the Legislature, with a draft of legislation, (H. 2693), proposing to put public passenger transportation under the Slichter Act. The timing of this proposal was favorable for its success; however, the Committee on Labor and Industries gave the measure an adverse report; "reference to the next annual session."

Attempts were made in both the House and Senate to overcome the Committee's report which were defeated by roll call votes in each branch. The Senate accepted the report on March 1st and the House on March 6th, thereby killing the proposal.

Even more serious was the move to bring back injunctions as a strike-breaking tool. S. 233 was sponsored by four attorneys representing employers in

the labor relations field. The subject matter of S. 233 was extensively covered by the proponents at two hearings before the Committee on the Judiciary, at which they used the Bethlehem and General Electric strikes as examples of why such legislation was needed. Labor's opposition to S. 233 was effectively presented by your Legislative Department with the assistance of Attorneys Al Goldman and Robert Segal. Considerable work was required after the hearing to convince members of the Committee that S. 233 was inherently bad legislation. This task was difficult, due to the inexperience of the Committee members in matters relating to labor relations, labor disputes and the past abuse of injunctive powers which S. 233 would revive. The Committee on the Judiciary reported a new bill, S. 542, instead of S. 233. S. 542 was defeated in the Senate on March 27th. While it was a less drastic measure, its enactment would have produced an area of doubt and confusion in the operation of the Anti-Injunction Law.

Experience has shown conclusively that since 1959, when the Massachusetts State Labor Council, AFL-CIO, bill proposing a panel of three judges sit on labor injunction cases was enacted, that the courts are now following the Anti-Injunction Law. It was a matter of grave concern when we found on Page 14 in the 36th Report of the Judicial Council of Massachusetts, their recommendation that the three judge law be repealed.

The Committee on the Judiciary is to be commended for refusal to accept the Judicial Council recommendation and giving it an adverse report; "next annual session," which was accepted by the House on March 23rd and by the Senate on April 3rd.

These threats to the security and functioning of our unions here in Massachusetts are not matters to be passed over casually; they are of serious importance. From them we must draw the lesson that peace and understanding and the acceptance of unions as a vehicle toward such objectives is not subscribed to by some powerful forces in this State. Further, we should expect and be prepared to meet their assaults, whenever they consider the time opportune to war against unions.

Each session's measures are filed to repeal or weaken, by amendment, existing labor laws; this session was no exception.

To defeat these measures requires constant vigilance. For example, one such bill would deny compensation to injured workers, who are the victims of the more serious and medically expensive workmen's compensation cases.

The lack of knowledge of how disabling some industrial injuries are is the obstacle that has to be met to defeat such bills, of which there were several killed this session.

We were successful in defeating several amendments that would have weakened the Time and One-Half Law passed at the 1960 session.

## **Labor Bills Enacted**

### **HOUSE NO. 464**

**Enacted as Chapter 541**

**Acts of 1961**

**Signed May 26, 1961**

Increased widows' weekly benefit to \$35.

Increased children's weekly benefit to \$6.00.

Increased widows' total benefit to \$16,000.

Increased children's weekly benefit to \$12.00 for each child if a widow remarries.

**HOUSE NO. 702**

**Enacted as Chapter 602                      Acts of 1961                      Signed May 31, 1961**

Increased the weekly benefit to \$50.00 for total incapacity whether temporary or permanent.

Increased to \$16,000 the total benefits for temporary total incapacity.

Increased to \$50.00 weekly the maximum to make up for wage loss due to partial incapacity.

For partial incapacity raised the total benefits to \$18,000.

**HOUSE NO. 487**

**Enacted as Chapter 496                      Acts of 1961                      Signed May 23, 1961**

**SENATE NO. 450**

Amendment to the State Constitution to permit levying of Graduated Income Taxes. First approved at the 1959 Session; second approval, March 29, 1961. Will appear on the ballot at the 1962 State Election.

**SENATE NO. 603**

**Enacted as Chapter 475                      Acts of 1961                      Signed May 17, 1961**

Provides that on second conviction of violation of the prevailing wage law (Sections 26-27 & 27B of Chapter 149), a contractor shall be prohibited for three years from performing public works. Extends the coverage of the prevailing wage law to painting and the installation of resilient flooring.

**HOUSE NO. 2868**

**Enacted as Chapter 400                      Acts of 1961                      Signed April 25, 1961**

Chapter 400 extended the reporting requirements of Chapter 246 of the Acts of 1960 which required employers to report deductions from wages of employees made for Social Security, Unemployment Compensation and Health and Welfare Funds. Chapter 400 of the Acts of 1961 extended the requirements to include deductions made for Pension, Vacation, and Apprentice Training Funds, and added the proviso that the reporting requirement would apply to deductions made under union-management agreements in the highway and public construction field, and to deductions made under Section 27 of Chapter 149 of the General Laws. (The prevailing wage statute.)

**HOUSE NO. 2673**

**Enacted as Chapter 172                      Acts of 1961                      Signed March 6, 1961**

Requires labeling of the following imported goods: machinery, sporting goods and equipment, fabrics, and radios and their parts. Label "Imported Goods" must be in type as large as the price type and if the merchandise is individually priced, it must be labeled "Imported Goods" or state the country of origin. Ads must state "Imported Goods."

\$50.00 to \$100.00 fine for first offense.

\$50.00 to \$500.00 or imprisonment for one month or both.

**HOUSE NO. 487**

**Enacted as Chapter 496                      Acts of 1961                      Signed May 23, 1961**

Provides for Labor Representation on Housing and Redevelopment Authorities.



### **Labor Bills Failing to Pass**

House No. 466, a petition of the Massachusetts State Labor Council, AFL-CIO, for a California type sickness disability act. Defeated in House March 1st.

House No. 467, a petition of the Massachusetts State Labor Council, AFL-CIO, providing for clarification of the Health and Welfare reporting law. Defeated in House, March 3rd.

House No. 469, a petition of the Massachusetts State Labor Council, AFL-CIO, providing for voluntary coverage to receive unemployment compensation for employees of non-profit institutions. Reported on House Resolve 2664 for Study by a Special Commission. Chapter 33, Resolves of 1961. Signed March 21, 1961.

House No. 470, a petition of the Massachusetts State Labor Council, AFL-CIO, providing that unless claims of injured workers were paid within thirty days from date of injury or notice to employer, the compensation to be paid would be increased by 20% and the claimant would be entitled to reasonable costs incurred in pressing his claim. Defeated in House, March 3, 1961.

House No. 472, a petition of the Massachusetts State Labor Council, AFL-CIO, providing for the abolition of industrial home work in the "Needle Trades" and defined the work under that term. Defeated in House, January 30,

House No. 473, a petition of the Massachusetts State Labor Council, AFL-CIO. This bill defined "employer" under the State Labor Relations Act, which would bring employees of public authorities under that Act. Defeated in House, March 2, 1961.

House No. 705, a petition of the Massachusetts State Labor Council, AFL-CIO, providing that persons unemployed because of a labor dispute, would be eligible for unemployment compensation if locked out or if the labor dispute terminated or the employer refused to arbitrate. Defeated on a roll call vote in House, April 26, 1961.

### **Massachusetts Employment Security Fund**

Unemployment throughout the United States for the three periods prior to 1961 and continuing during the current year reached high levels. Due to the under financing of the State unemployment funds which was a prevalent practice in most states, it became clear that these funds were inadequate to meet recession unemployment.

While many states fared worse than Massachusetts over the three periods when compensation paid was greatly in excess of revenue received, we still had the problem of securing increased revenue.

A number of bills were filed on behalf of employer groups to obtain increased revenue. This Council filed a simple bill, raising the taxable wage to \$4,000, which had been \$3,000 since 1941.

It should be noted that if the 1941 differential between the taxable wage and the gross wage had been maintained over the years, that in 1959, the taxable wage would have been \$4,040.

The employer groups met constantly during the session, but failed to agree on a bill all would support. As it was imperative that a bill to produce added revenue should be passed at the 1961 Session, the better informed elements of the employer group joined with labor to support a bill.

The measure, House No. 3194, was enacted as Chapter 614 and signed on June 1, 1961 over the bitter opposition of the employer groups who refused to accept a reasonable compromise bill.

## **Industrial Accident Board**

For a number of reasons, going back over the past several years, a substantial back-log of cases awaiting hearing had developed. As a result, hearings were delayed for long periods. These were a serious injustice to injured workers and their dependents.

As far back as 1953, a bill was before the Legislature that was advanced as a program that would provide prompt hearings. However, this measure had glaring defects and its enactment would have produced more injustices to the injured, than those it purported to solve. Only by vigorous action, namely, by Labor, was it defeated.

Since then, other measures have been before the Legislature, all of which would in some degree or aspect be to the detriment of injured workers and with no assurance that hearings would be more speedy. Labor, all through these years, as the case back-log mounted, had to defeat these measures.

This year a bill was filed that gave promise of meeting the problem of delayed hearings. This bill was supported, after being endorsed by our Counsel, Robert M. Segal, our Workmen's Compensation Committee and its Counsel, Lawrence S. Locke, and the Executive Board.

The bill, in its final draft, Senate No. 681, was enacted as Chapter 611, Acts of 1961; was signed and became effective on June 1, 1961.

Unlike previous bills, S. 681 did not do violence to the Workmen's Compensation Act or its administration, and more important, to the interests of the industrially injured. It reflected the work of over a year by a committee on which Labor had able representation; a factor without which the bill could not have been enacted.

Rarely is it possible on measures which are so important to Labor as S. 681, to secure the support of all parties of interest when those interests are divergent in some respects. S. 681 came before the Senate and House in the closing days of the Session, and only cleared its final legislative hurdle on the last day.

We consider the work of this Department for the enactment of S. 681 as a major achievement, considering the obstacles that had to be surmounted since the original bill was heard on March 23rd.

## **Legislative Committees**

In our report to the 1960 Massachusetts State Labor Council, AFL-CIO Convention, we highlighted the need for legislative committees in each affiliated union, stressing the need for such committees as a defense against anti-labor legislation and for the protection and advancement of beneficial labor laws.

The assault on the anti-injunction act and the recommendation for the repeal of the three judge law at this year's session, clearly point the need for such committees.

We are happy to report that with the early end of the 1961 Session, we have been able to give more attention to setting up local union legislative committees, and at present, we have 150 committees established. We urge those locals which do not have such a Committee to establish one and forward to this Department their names and addresses.

## **Recommendations**

Labor has a tremendous stake in the Legislative field. This fact needs constant emphasis. A scrutiny of reports from other states show the anti-labor trend throughout the country has not subsided. These reports show with rare excep-

tion state legislatures have restricted unions, weakened existing labor laws and defeated progressive legislation.

We in Massachusetts have been more fortunate, but we must maintain vigilance to remain so.

We recommend that those measures endorsed by the Council and which failed to pass this year be filed for the 1962 Session.

We further recommend that the incoming Executive Board give special consideration to the Sickness Compensation and Industrial Homework Bill and the problems relating to them as early as possible before the filing date in December.

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## REPORT OF DEPARTMENT OF EDUCATION AND RESEARCH

By: FRANCIS E. LAVIGNE, *Director*

The Department of Education and Research has continued its numerous programs and expanded others in providing well-balanced educational opportunities. As your Director, I am aware of the greater needs brought about by increased work forces and population growth which have contributed to the increased demands for information and knowledge from many sources throughout the state.

The ever-increasing number of labor laws enacted on state and local levels and our own awareness of keeping abreast of the changing times will require renewed effort in the field of education and research in the years ahead. Our Department is endeavoring to give to the youth, an understanding and appreciation of the developments of labor organizations coupled with the scientific and technological change which has patterned a new framework of living for the children of today. The times require that we move deeper into the school program from the kindergarten through the university; through classroom, laboratory and shop with literature, with opportunities to observe our unions in action and to provide carefully supervised work experience with the newly-created tools that will provide reasonable knowledge of the organization of the whole process of production, whether the students goal in life fits him as a worker, a consumer, an industrialist or a policy maker in government. Our existing programs are geared to this pattern.

### Scholarship Award Program

Our scholarship program in the public, private and parochial schools this year, attracted over 4,000 senior students. 3,500 student packets were distributed to students and educators throughout the Commonwealth, the literature for which has been contributed by the AFL-CIO Department of Education, Department of Research, Department of Social Insurance and the Legislative Department; also, the U. S. Department of Labor and the U. S. Department of Health, Education and Welfare, the Amalgamated Meatcutters and Butcher Workmen of North America, the International Ladies Garment Workers Union, United Rubber Workers of America and the International Association of Machinists.

2,250 students signified their intention to take the competitive examination. There were over 1,700 who participated in the examination and 1,384 students completed it. 184 high schools throughout the Commonwealth participated in



the scholarship award program. The list below shows the first five winners in order and the awards they will receive. Also listed are the winners of the area awards made available by Central Labor Councils and local unions.

This year, the scholarship award program was given additional financial support by the American Federation of Teachers, Local No. 66 of Boston which offered a \$100.00 scholarship to the student in the Boston public schools rating highest in the examination; the Retail, Wholesale and Department Store Union (Beverage Workers, Local No. 513) offered \$150.00 in memory of Phil Sacco; Boston Edison Clerical Workers, Local No. 387, U.W.U.A., \$200.00; the American Federation of Teachers, Local No. 1258 of Salem made available a \$100.00 scholarship for a student in the public schools of the city of Salem who rates highest in the examination. These additional area awards brought the total amount made available to Massachusetts students through the program to \$5,000.00.

### Third Annual Scholarship Award Program Massachusetts State Labor Council, AFL-CIO

This examination was given on April 6, 1961, in 184 schools, with 1,384 students completing the examination.

The following lists the first five winners in order, and the awards they will receive.

<b>FIRST WINNER</b>	Brian W. Daury—Springfield Technical High	
	Massachusetts State Labor Council, AFL-CIO	\$500.00
	Springfield Central Labor Union	250.00
	Typographical Union No. 13, Boston, J. Arthur Moriarty Award	50.00
	Typographical Union No. 13, Boston, Clarence H. Demar Award	25.00
<b>SECOND WINNER</b>	Ellen M. Snyder—Girls' Latin School, Boston	
	Massachusetts State Labor Council, AFL-CIO	500.00
	Typographical Union No. 13, Boston, J. Arthur Moriarty Award	50.00
	Typographical Union No. 13, Boston, Clarence H. Demar Award	25.00
	Retail Clerks No. 711, City of Boston High School winner	200.00
	Hoisting & Portable Engineers, Local No. 4, Metropolitan Boston Award	100.00
	American Federation of Teachers No. 66, Boston	100.00
<b>THIRD WINNER</b>	Maria L. Jané—Northbridge High, Whitinsville	
	William T. Fitzgerald Award	100.00
	Boston Edison Clerical Workers No. 387, Worcester, Mass., Central Labor Council	100.00
	U.W.U.A., Francis A. Kennedy award	100.00
<b>FOURTH WINNER</b>	James S. Aaron, Northampton High	
	Northampton Central Labor Council	100.00
	Boston Edison Clerical Workers No. 387, U.W.U.A., Francis A. Kennedy award	100.00

FIFTH WINNER	Stephen L. Joseph—Boston Latin Retail, Wholesale and Department Store Union (Beverage Workers Local No. 513) Phil Sacco award	150.00
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*AREA AWARDS*

Robert J. M. O'Hare, Jr.—Stoughton High, Brockton Central Labor Council	250.00
Sharon Roberts—Gloucester High, Gloucester Central Labor Council	200.00
Michael F. Quinn—St. Mary's Boys' High, Lynn, Greater Lynn Central Labor Council	200.00
Geraldine Fitzmaurice—St. Mary High, Lawrence, Haverhill-Lawrence Central Labor Council	100.00
Elizabeth Anne Bassell—Holyoke High, Holyoke Central Labor Council	100.00
Elizabeth A. Breen—Lawrence High, American Federation of Teachers, No. 1019, Lawrence	100.00
Kathleen A. Maguire—Lowell High, Lowell Central Labor Council	100.00
Theodore C. Pedersen, Jr.—New Bedford High, New Bedford Central Labor Council	250.00
Peter Dobrowski—Lynn Classical, American Federation of Teachers, No. 1037, Lynn	150.00
Robert Bekoff—Lynn English, American Federation of Teachers No. 1037, Lynn	150.00
Beverly Allen—Weymouth High, Norfolk Central Labor Council	200.00
Patricia Danisinka—Gardner High, North Worcester Central Labor Council	300.00
William L. Goring—Northampton High, Northampton Central Labor Council 2nd Award	100.00
Karen M. Jellison—Salem Classical & High, American Federation of Teachers No. 1258, Salem	100.00
William MacHarrie—Cambridge High & Latin, South Middlesex Central Labor Council	100.00
Mary Ann Curro—St. Mary's High, Westfield, Westfield Central Labor Council	50.00
Carolyn S. Ruchala—St. Mary's High, Worcester, Worcester, Mass. Central Labor Council	100.00

**Massachusetts Higher Education Assistance**

The Massachusetts State Labor Council, AFL-CIO has endorsed the "Higher Education Loan Plan" as the best means of making available to the "ordinary student," a means for financial assistance in pursuing higher education. The plan is based on a participating program by business, industry and labor to provide a fund from which students may obtain loans through their own local banks. Your educational department has solicited local unions to participate in this program. Cognizant as we are of the great need for financial assistance for college students, we shall continue to urge upon labor organizations throughout the Commonwealth, support in this undertaking. In 1961, the following organizations contributed.

## Contributions to Massachusetts Higher Education Assistance Corporation from AFL-CIO Affiliated Unions of Massachusetts

United Steelworkers of America, Local No. 3746	\$10.00
United Steelworkers of America, Local No. 5683	25.00
United Papermakers and Paperworkers, Local No. 197 (Springfield)	10.00
Brockton Central Labor Council	10.00
Masters, Mates & Pilots, Local No. 11	5.00
Amalgamated Local No. 257, I.U.E.	25.00
United Steelworkers of America, Local No. 2530	10.00
United Steelworkers of America, Local No. 5247	10.00
United Steelworkers of America, Local No. 3635	25.00
Amalg. Assoc. of Street, Electric Railway & Motor Coach Emp. Div. No. 22	10.00
Federal Labor Union 24020	10.00
Worcester Labor Council	10.00
United Steelworkers No. 1513	10.00
A.F.S.C. & M.E. No. 164	5.00
United Steelworkers No. 3189	25.00
Textile Workers Union No. 267	5.00
Carpenters No. 275 (Newton)	10.00
Carpenters Local No. 67	50.00
Carpenters Local No. 424	5.00
Building Service Employees' No. 398	10.00
United Packinghouse Workers No. 616	10.00
Pulp, Sulphite and Paper Mill Workers No. 661	10.00
Springfield Federation of Teachers No. 484	5.00
Chemical Workers No. 616	5.00
Federal Labor Union No. 24720	10.00
Electrical Workers No. 224	5.00
United Steelworkers No. 3955	5.00
Federal Labor Union No. 20681	10.00
International Union of Electrical Radio & Machine Workers No. 201	10.00
Amalg. Clothing Workers of America, Local No. 377	10.00
A.F.S.C. & M.E. No. 1190 (Medfield State Hospital)	10.00
Newspaper Guild of Greater Boston	10.00
I.B.E.W. Local 1514	10.00
American Federation of Technical Engineers No. 140	25.00
United Steelworkers No. 4559	25.00
Mass. Dept. of Public Works Empl's. District No. 3, Worcester Local No. 877	5.00
Communications Workers of America, Local No. 1051	50.00
Directly Affiliated Local Union No. 22804	25.00
United Hatters, Cap & Millinery Workers International Union, Local No. 29	5.00
United Packinghouse Workers of America, Local No. 11	\$10.00
Amalg. Clothing Workers of N. E. Educational & Retail Clerks Fund, Local No. 579	50.00
Directly Affiliated Local Union No. 23711	25.00
South Middlesex Labor Council	10.00
A.P.U.A. Local No. 523	10.00

## Harvard Trade Union Fellowship Program

The growth and popularity of this program is evidenced by the increasing number of applicants. This year, 28 members of labor organizations were interviewed by the Advisory Board consisting of M. Norcross Stratton, representing the State Department of Education; Jasper Grassa, representing the Massachusetts Federation of Teachers, state branch; and Joseph P. O'Donnell, represent-



ing the Harvard Trade Union program. Two days were spent interviewing the applicants and after due consideration following the oral interviews by the Advisory Board, the following were awarded the fellowships made available by the Massachusetts State Labor Council.

Robert J. Watt Fellowship—Martin E. Pierce, Fire Fighters, Local 718 of Boston

Massachusetts State Labor Council Memorial Award—Daniel F. Madden

A third fellowship made available to the Department of Education and Research by the alumni of the Harvard Trade Union program is awarded to Eldridge Buffum, Building Service, Local No. 254, Boston.

Mr. Pierce will enter the Trade Union Program in the fall of 1961; Mr. Madden and Mr. Buffum will attend the Spring session commencing in February of 1962.

Our deep appreciation to Dr. Stratton and to Mr. Grassa and Mr. O'Donnell for the time and effort which they have given in the consideration of the applicants.

## **Employment of the Physically Handicapped**

The Department again participated in the annual essay contest conducted in the schools throughout the Commonwealth by the Commission of the Employment of the Handicapped. We made available to schools, materials on Workmen's Compensation and Rehabilitation, laying stress on the employment of those handicapped as a result of industrial accidents and accidents occurring off the job.

The Massachusetts State Labor Council again fulfilled the request of President George Meany to sponsor the winner of the essay contest at the annual meeting of the President's Commission on the Employment of the Handicapped in Washington, D. C. This year's winner was Miss Allison Hogg, a student at Westford Academy, Westford, Massachusetts. The presentation of a check for \$175.00 covering the expenses of the trip to Washington was made at the Regional Conference of the Lowell Central Labor Council. In addition, Miss Hogg received \$150.00 as first prize which has been an annual presentation made by the A. F. of L. and the C. I. O. Other awards went to James W. Driscoll of St. Mary's Boys' High School, Lynn, Mass., and the third award of \$50.00 to Kai Lie Uong, a senior at Leominster High School. These awards were presented by Commissioner John A. Callahan at the Governor's luncheon held in conjunction with the Massachusetts Department of Disabled American Veterans here at the Hotel Bellevue, Boston.

The increased participation in this program by high school students testifies to the opportunity which we in the Labor Movement have to stress the importance of legislation in the field of Workmen's Compensation, and the need for providing opportunities for employment of the afflicted.

## **National Rehabilitation and Labor Health Conference**

Your Director worked with representatives of the National Rehabilitation and Labor Health Services in the conduct of a Regional Conference held in Providence, R. I., over a three-day period in April, 1961. The purpose of the conference was to acquaint representatives of labor organizations with the existing facilities for the rehabilitation of injured people. Over 200 representatives of labor organizations from the six New England states participated in the program.

Representatives of the U. S. Public Health Service and from the various state rehabilitation commissions outlined the valuable facilities in their respective areas. The delegates were also given some insight to the future trends of hospitalization and treatment on certain specific injuries, in which it was pointed out that the general practitioner in the fields of medicine and surgery will diminish, to be replaced by greater number of doctors practicing in specialized fields. It was fitting to note that all of the United Fund or Community Chests in the Commonwealth of Massachusetts had in attendance at this conference, the labor representatives servicing their particular community.

This educational venture is a forward step in fulfilling our obligation to trade union members in rounding out a program in the field of Workmen's Compensation.

### **The Third Annual Labor Institute**

The Third Annual Labor Institute of the Massachusetts State Labor Council, AFL-CIO which the Department held at the University of Massachusetts June 9, 10 and 11 brought together over 250 trade unionists who had the opportunity to learn the full meaning of President John F. Kennedy's "New Frontiers" program.

Among the highlights of the session was the opening address of Congressman Torbert Macdonald and the address of U. S. Senator Ben Smith. Representing the AFL-CIO, was John D. Cosgrove, currently Assistant to the Director of the Office of Civilian Defense Mobilization. The problem of "situated picketing" which involves the industrial and craft unions within the AFL-CIO was discussed by Jacob Clayman, Counsel for the Industrial Union Department and William McSorley, Assistant to President C. J. Haggerty of the Building and Construction Trades Department. To many of the delegates, there was a complete lack of awareness of this problem. It pointed out the great need for a solution if we are to fulfill the challenge of the merger.

Senator Philip Graham, Senator Kevin Harrington, Representative Thomas Wojtkowski and Representative Robert Hahn enlightened the conference with activities of the legislature during the 1961 session. The problems of automation were discussed by Ted Silvey and the moral aspects of industrial relations were discussed by Rev. Father Francis McDonnell of the Catholic Labor Guild and Charles Webber, Director of the Religious Relations Department, AFL-CIO. Films were shown and literature dealing with the subject matter were distributed in packets. The Institute was favored by the presence of twelve French trade unionists representing the Free French Trade Unions and who related to those in attendance, the problems of trade unions in France.

Your Director, in assisting the Legislative Department and the Committee on Workmen's Compensation, compiled a statistical report on workmen's compensation premium costs and indemnification and medical benefits paid out from the years 1951-1958. We reprint the statistical analysis in this report to acquaint union officers with the dollars and cents cost of financing workmen's compensation in the Commonwealth of Massachusetts and to point out the annual distribution of benefits. These figures also demonstrate the loss ratio and the amount accruing to the insurance company for administration, reserve and profit. The Department has on file, additional data which is available to local or international unions concerned with problems affecting workmen's compensation.

Workmen's Compensation Premium, Indemnity and Medical Analysis — 1951-1958

Period	Total Payrolls	Total		% of Premium	Total Medical Payments	Percent of Premium	Total Percentage of Indemnification and Medical Premium
		Total Premiums Paid To Insurance Cos.	Indemnifications Paid Out				
7/1/51—6/30/52		\$55,008,708	\$23,508,154	43%	\$ 9,946,563	18%	61%
7/1/52—6/30/53		59,939,384	24,830,624	41%	10,575,315	17%	58%
7/1/53—6/30/54		62,285,383	23,048,861	39%	9,982,112	15%	54%
7/1/54—6/30/55	\$4,376,327,556	66,612,121	24,269,929	36%	10,438,649	15%	51%
7/1/55—6/30/56	4,697,503,080	70,944,327	25,051,976	35%	11,593,325	16%	51%
7/1/56—6/30/57	4,825,007,771	70,983,662	25,687,619	36.1%	12,070,757	17%	53.1%
7/1/57—6/30/58	5,254,632,036	68,139,609	25,504,626	37.4%	12,049,100	17.6%	55%



In addition to the aforementioned functions, your Director has organized and participated in a number of one-day or weekend conferences held by international unions or local unions throughout the state. The Department has been assisting in these conferences for years and will continue to do so.

We have accepted a number of speaking engagements before Rotary, Kiwanis and Lions Clubs and other service organizations.

In carrying out our program in the schools, there is a crying need for the presentation of organized labor's point of view. I have made a number of personal appearances before high school assemblies and classroom groups discussing labor's role in the American economy as well as assisting the high school debating teams in preparation for the national debating contests.

I have had the able assistance of the members of the Committee on Education in developing and carrying out our program in the past year. I express my thanks to Chairman Edward T. Sullivan and to the members of the Committee. I am grateful too for the cooperation given to me by the Executive Officers and the members of the Executive Council in fulfilling the obligations of the Department of Education and Research.

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## REPORT OF COPE DEPARTMENT

By: JOSEPH CASS, *Director*

In the year since our last Convention we, as trade unionists and citizens, participated in one of the most intensive and exciting political campaigns ever staged on the American scene. It was climaxed by the election of John F. Kennedy as President who is the third native of Massachusetts to be elected to this office; the other two were John and John Quincy Adams.

The 1960 election gave the Massachusetts AFL-CIO Committee on Political Education its first opportunity to put to a real test the machinery developed over the years by the Labor Movement.

The results of the election nationally and at the various state and local levels can leave no doubt that we are developing a smooth running and efficient organization. Let us review the 1960 campaign to show the wide degree of activity that we performed.

The first stop was registration. We checked the status of over 100,000 of our members, sent letters and post cards and leaflets to those who were not registered and we also held in-plant registration sessions in over 100 plants and shops. In addition, we bought, printed and mailed 100,000 post cards that were sent to other unregistered voters, among them senior citizens over 65 who we felt had an extra incentive in voting. We reminded them that this was the election that would determine whether or not medical care for the aged under Social Security would become a reality. We also used eye catching posters, some with pictures on them. To complete the job, these were posted in conspicuous places in most of the cities and towns in the eastern half of the state.

An outstanding example of our efficiency was our ability to do the most tedious but effective job of politics, house to house canvassing. We printed a

very attractive pamphlet with the names of our endorsed candidates for distribution to the voters homes in key areas of the state.

The Lowell Central Labor Council had over 60 delegates and members assemble two nights to do a mass mailing and canvassing. Volunteers proceeded to contact almost 15,000 voters in Lowell. In Fall River over 100 volunteers from the Council distributed the same type of pamphlet as the other cities and personally contacted the homes of over 16,000 voters. In New Bedford the Council organized 50 volunteers and they personally contacted the homes of almost 12,000 voters in that city. In Worcester the Council's volunteers canvassed over 10,000 voters in their homes for our endorsed candidates. This same kind of activity with literature of all kinds was done by the other Councils and a large number of locals in the State.

There were many other kinds of activity carried on in the campaign; the South Middlesex County Council ran a very successful rally and candidates night. The Norfolk County Council and the Lynn Council had sound trucks going throughout their area reminding the citizens of the importance of registration. In addition, the Norfolk Council ran a very successful rally. The Framingham Council had a very well attended COPE banquet and candidates night.

The State COPE sound truck, in the short time that it was available, covered a great many miles. It was used by the following Councils: Norfolk, So. Worcester, and New Bedford. Volunteers drove the truck to over 50 other communities in addition to all of those cities and towns in the jurisdictions of the Councils that used it.

We distributed over 280,000 United States Senate, Congressional and State voting records, 75,000 pins and buttons, and 10,000 bumper stickers and posters. We climaxed the campaign before Election Day with the further distribution of over 150,000 pieces of literature in behalf of our endorsed candidates. The grand total of our disbursement of campaign material at the State level was well over 550,000. Add to this the amazingly effective job done by the locals and Councils in the dissemination of pamphlets, cards, letters to the members and post cards for local candidates and I believe we can boast of the fact that 750,000 copies of all kinds of political literature was distributed by us to the voters.

The final surge of the campaign was, of course, our election day get-out-the-vote campaign. We urged that our people do the job of getting the voters to the polls. While poll work is important, we felt that if all our efforts were geared to reminding them of voting and taking them to the polls, we would make our greatest contribution. We had done the job of registration by breaking the all-time record and setting a new high of 2,720,359 eligible voters. We wanted to make sure that we also had the highest number voting in history. We had over 1,200 people working on election with over 400 cars, going house to house, telephoning, at the polls and at the plant gates reminding people of the importance of voting and transporting them to and from the polls. Again we were successful in breaking all records. The largest number of people in the history of the State voted; some 2,495,504, and we elected almost 80% of our endorsed candidates. The total cost of the campaign was approximately \$35,000. \$2,450 of this was given to local Councils to help get out the vote.

I want to personally thank and congratulate the Executive Officers, the Vice Presidents, the members of the State Committee on Political Education, and all of the officers, delegates, and members of all of our Councils, locals, and Political Committees for an outstanding job.



## Conferences

Our annual COPE Area Conference was held in Boston in April. Over 450 delegates attended and the conference was planned for maximum participation by the delegates; it was broken up into workshops and films were shown, all aspects of our Legislative program were discussed. In addition, the Department participated in five other conferences run by various national unions. The COPE Program was presented to the Massachusetts Steelworkers Legislative Conference, the Retail, Wholesale Department Store COPE Conference, as well as the Machinists New England Conference and the Utility Workers North East Conference.

In addition, the director spoke to student groups at Boston University on two separate occasions and to students at Harvard University Business School.

In May the Council held a state wide conference on unemployment. Industry and the Clergy participated in this program, in addition to over 500 delegates from our local groups. Buses full of members with signs came from every section of the State to adopt a program to "Get America Back to Work" and to urge a legislative attack to help solve the problem of unemployment.

## Legislative Activity

At the request of the Legislative Department, the director spent a considerable amount of time on Beacon Hill in the last year helping to lobby our program into law. One of the actions taken by the Legislature that will have a tremendous effect on our State is the setting up of a Commission to realign our Congressional Districts. The Federal Constitution provides that after the census taken in the "0" year of the decade, the Congress must allocate Congressional seats to the states on the basis of population. With the large growth in population in some states and the addition of Alaska and Hawaii, some states will gain Congressmen. Some will lose seats; Massachusetts is among the latter group—we will lose two seats. This means that the Redistricting Commission must draw the lines so that the State will be divided into 12, instead of 14, Congressional Districts. There is a bill in Congress that would make the House of Representatives larger. If this bill becomes law, Massachusetts could possibly lose only one seat, leaving us with thirteen Congressmen. However, the chances of passing this legislation are remote. The Commission has a very difficult job before it. Governor Volpe, who always has the right of veto over legislative acts, has stated that he doesn't believe he would sign a bill that in essence would mean the election of 8 Democrats and 4 Republicans as Congressmen. At the present time, there are 8 Democratic and 6 Republican Congressmen. The Commission, appointed by the Legislature, has a Democratic majority and it would appear that they are not going to redistrict an incumbent Democratic Congressman out of office. If the Legislature passes a redistricting bill and the Governor vetoes it and they cannot agree, all 12 Congressional seats will be filled by candidates running at large in the State just as the Governor and all of the Constitutional Officers do at present.

## General Activity

The Director has taught classes in summer schools over weekends and at week-long educational institutes of the I.L.G.W.U., Steel Workers and the Meat Cutters. He has spoken at meetings of the North Worcester, Worcester, Lawrence, Lowell, Lynn, Norfolk, Fall River, New Bedford and Northampton Councils. He has participated on more than one occasion, at meetings of many of the



Councils as well as many, many local unions. In addition, we were successful in electing to office in Lynn, in a special election to fill the seat of the late Michael Carroll, a pro-labor candidate.

### Conclusion

Great strides have been made in our political program, but the basic function of this Department is to get more of the members of our unions interested in our program. It is our goal to get every member and his family registered and see that they vote.

With your continued cooperation, and a greater effort on the part of all of us to raise the badly needed voluntary COPE DOLLARS, we can go on building greater strength at the polls and make the labor vote a more powerful factor in our pursuit of greater social and economic gains for the people of America.

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## REPORT OF DEPARTMENT OF PUBLICATIONS AND PUBLIC RELATIONS

By: GERARD KABLE, *Director*

On PM East recently, Mike Wallace had a panel composed of a group of experts in the field of public relations, one of them a press agent. None of the group—to a direct question repeated a number of times by Mike Wallace—could give a clear definition of public relations as an art, a skill or a profession. Only the press agent, strangely enough, came close to giving a coherent answer.

Yet, from the handful of people who made a career of public relations three decades ago, there are today about 100,000 people engaged in this hard-to-define industry. Thousands of large and small companies have their own public relations departments; there are over fifteen hundred public relations agencies; public relations people are at work in government agencies, labor organizations, religious societies, educational institutions, medical associations, as well as in philanthropic, cultural or money-raising campaigns.

If, either because it is a relatively young profession or because it is used by such a multiform segment of our society, public relations is hard to define, John W. Hill, Public Relations Counsel for Hill & Knowlton, Inc., in a booklet on the subject prepared for New York Life, nevertheless found it easy to state explicitly how it should operate.

“Responsible public relations practice,” he wrote, “hews to standards of ethics equal to those of other professions. There is no lasting way to impart a sweet aroma to a smelly situation. No company or organization can long persuade public opinion that it is acting in the public interest when it is not. Public relations has no hidden power to manipulate the public mind. The only lasting power public relations has is the power of truth. Anyone who attempts to advance a cause by public misinformation, trickery or deception is courting an eventual setback.”

This is the crux of the whole thing. The “only lasting power . . . is the power of truth.” The question then is how do we get the truth across. There are undoubtedly non-controversial institutions and organizations that would not find this problematical—but if we were to attempt to get the truth about labor across solely through the medium of our daily newspapers we’d be in bad shape

—and the “misinformation, trickery and deception” would certainly not stem from our headquarters.

The thousands of newspaper clippings we have on file in the office only from last year might at first glance give the impression that all is well and that “what the unions do is news” to the editors of our dailies and weeklies. You have to read through and analyse these clippings objectively to get the real picture.

Gordon Cole, who edits the IAM paper, *The Machinist*, and who has over twenty-five years of journalistic experience behind him, once said: “If labor unions depended on daily newspapers for their growth and survival, there would be no labor movement in the United States today.”

Asked to elaborate on this on a television program produced by WGBH-TV in 1959, Cole answered:

“I think we can say that no group in the United States has suffered more than American labor from inadequate and inaccurate reporting in our daily press. We used to be covered as a criminal conspiracy, and we are still covered off the police beat. Our activities are reported by and large in a background of conflict, when the truth is that collective bargaining is quite successful in this country, to the point where last year 97 per cent of all collective bargaining negotiations ended with peaceful settlements and only 3 per cent of these negotiations resulted in any loss of work from strikes or lockouts. Yet I venture to say that in terms of the attention the newspapers gave our activities, 97 per cent of the attention paid to us by the newspapers went to strikes and lockouts, and probably less than 3 per cent to our peaceful activities.”

While this has not stopped unions from growing in strength and numbers, the question still remains on how best to get the truth across. In fact, the daily press attitude would worsen rather than improve in the wake of newspaper mergers which are creating more and more one-newspaper areas. There are now at least 1,360 American communities with only one newspaper.

Because of this, said Guy Nunn, Director of UAW's Radio-Television Department, at a convention of the ILPA in Detroit, “however riddled with technical shortcomings it may be, the labor press has become, practically speaking, the only countervailing source (with anything approaching mass circulation) of fact and opinion which can even partially offset the impact of ownership through the commercial media.”

He noted that the voluminous study published by Survey Research Center called “The American Voter” concludes “that all groups—whether they be unions, fraternal orders, churches, or broad economic classes—all groups show internal cohesion, political loyalty—a sense of common purpose—SOLIDARITY, if you will, to the degree that they have developed systems of intra-group communication.”

Nunn pointed out that corporations are spending annually in just public relations (over and above their \$10 billion a year in conventional sales advertising) upwards of \$2 billion.

“No one in his right mind,” he said, “would suggest that the labor movement should try to match that kind of expenditure in communication, but surely, something like \$10 per member per year would be a modest and workable start.”

Last year we suggested that all local unions should explore the feasibility of publishing a paper of their own. We offered the assistance of this department to all affiliated locals looking into the possibilities. During the year, rep-

representatives from several local unions have come to us with promising enthusiasm and at this time we trust that they are still intent on following through.

Local 711 of the Retail Clerks did launch a new publication for the local membership during the year which could well serve as an excellent example of what a local union can do in the field of publication. Vice President Helen T. O'Donnell, who is president of Local 711, has assured us that copies of their paper may be had for the asking by anyone interested in probing into this field for their own local unions.

Another relatively new addition is the *Garment Square Chronicle* published by the I.L.G.W.U. in the Fall River area. Vice President Ralph Roberts has also indicated that copies of this publication may be secured.

Among other fine local union papers of long standing which might be examined are the *Boston Firefighters Digest* published by Boston Firefighters Local 718; the *Boston Building Service* by Local 254 of the Building Service Employees International Union; *Local 201 Electrical News* by IUE Local 201 in Lynn; *Local 277 Reporter* by Local 277 of the Hotel, Catering and Waitresses Union; the *Spotlight* by Local 780, Public Works Engineers, A.F.S.C. & M.E.; the *Guildsman* by the Boston Newspaper Guild, Local 32; the *Bulletin* by the Massachusetts Federation of Teachers. A list can be obtained from this department.

"A union must function not only with a high degree of membership consent; it must also, with increasing frequency, in crucial conflicts with employers, depend upon some measure of public understanding and approval of what it seeks," said Guy Nunn.

The most important segment of the public that must be reached for "understanding and approval" are the union members themselves—and the surest way to reach them is through the labor press.

Every effort should be made, nevertheless, to get your story across through every available means of communication in your locality.

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**STANDING COMMITTEE  
REPORTS**

## REPORT OF COMMITTEE ON COMMUNITY SERVICES

*Members:* HELEN TAFE O'DONNELL, *Chairman*; BERRY ARONSON, EMIL BELLOTTI, ARTHUR DEPIETRO, HOWARD V. DOYLE, JAMES MONACO, MRS. CONSUELO MORGAN, JOHN J. MULLEN, MARTIN PIERCE, FRANK PRIOLI, JOSEPH D. McLAUGHLIN, *Secretary*.

Your Community Services Committee meets, at 10:30 A.M., the second Wednesday of each month at the State Labor Council office, 11 Beacon St., Boston. A cordial invitation is extended to representatives of the Community Services Committee of a Central Labor Council or local union that may wish to attend.

In the past year your committee has undertaken the development of a program that will be extremely beneficial to every union member in the state. This program is of such magnitude and far-reaching that every local union must play an important role in making it effective and lasting. Many hours of discussion, investigation and research have enabled your committee to submit this program to affiliated AFL-CIO unions in the state of Massachusetts for further development on a local level. Any assistance or guidance that your state committee can provide for the purpose of establishing a definite and dedicated program in your organization will be given with pleasure and sincerity.

To make this report as informative and as brief as possible our more important projects are outlined in the following categories.

### Civil Defense

Undoubtedly every union member in this state has heard or read the report the President of the United States made to the nation on July 24, 1961. His strong emphasis on the development of a national Civil Defense program, and the billions of dollars to be expended on it, drove home to the people the importance of this program.

Your Community Services Committee was, and is, fully aware of the necessity of preparation (in the event of unrestricted war) by our civilian population for individual, group and mass survival. To this end two (2) Civil Defense Workshops, under the sponsorship of your committee, were conducted at the Mass. Civil Defense Training Center at Topsfield. The first on December 9-10, 1960 and the second on June 28-29-30, 1961. The more than eighty union members, representing locals from every section of the state, who attended the workshops received an education in the necessity of preparation and expert instruction on how to attain it. Your committee is deeply grateful to Gene Ryan of the Mass. Civil Defense Agency for his assistance and cooperation in making the workshops possible.

### Veterans

Your committee is in the process of developing a program, in cooperation with the Veterans Administration, for the rehabilitation of psychiatric patients through the medium of voluntary employment exercises to be conducted at the veterans clinic. This work is to be "light" in nature and in no way competitive with work now being performed by union members in private employment. The provisions of the Massachusetts Minimum Wage Law will be adhered to as an incentive to the patient to be self-earning and as an encouraging factor and inducement to return to the labor market as a self-supporting individual.



## Free Foot Care

Your committee in conjunction with representatives of the Massachusetts Podiatry Society, Inc. have prepared a program that is expected to be in operation early in October, 1961. It has been agreed that members of the Podiatry Society will provide free foot care, including X-rays and strapping, to union members who are unemployed or on strike, plus their children. It has also been agreed that the State of Massachusetts shall be divided into six districts with a designated representative of the Mass. State Labor Council and a designated representative of the Mass. Podiatry Society being the sole contact person for, and to, each organization in each district.

Every local union will be fully informed when all plans are completed.

## Health Education

This program is now in the process of development. The coordinating parties in this venture shall be, your Community Services Committee, the Medical Foundation (a United Fund agency) and the School of Public Health at Harvard University. This endeavor shall be conducted under the sole supervision of the Mass. State Labor Council through your committee. It shall stress health education and physical fitness. Authoritative speakers, literature, pamphlets and movies shall be made available to local union meetings. A radio and television program is also contemplated.

A program geared especially for women in planning, housekeeping, budgeting, cooking, child care, hygiene, etc., shall be conducted.

## Mental Health

Your committee has been in communication with the Commonwealth of Massachusetts, Department of Mental Health to probe the possibility of a rehabilitation program to be conducted in State hospitals. The provisions of this program are similar to those that are to be conducted with the Veterans Administration.

## Consumers Council

Your committee supported House Bill 1994 filed by Attorney General Edward J. McCormack. It provides for the establishment of a consumers council under the direct authority of the Attorney General of the Commonwealth. The bill provides for the conduct of studies, investigation and research in all matters affecting consumer interests. It shall represent the consumer when necessary before any committee or commission to protect their interests in utility rates, insurance rates, interest rates, etc. It shall also promote ethical practices at the market place and other places wherein the consumer may need protection.

The bill was defeated, but, we are assured that it shall again be submitted to the next session of the State Legislature.

Let every union member in the state support it.

In closing may we repeat, that to make the above program and our ever expanding activities successful and productive we shall need and seek the full cooperation of all the officers and members of our affiliated unions throughout the state. We also urge all local unions to establish, with the cooperation of your local Red Cross chapter, a blood bank for your members and their families.

Your committee is greatly indebted to President Belanger, Sec.-Treas. Kelley and to Executive Vice Presidents Callahan and Camelio and the Executive Council for their sincere support of our projects and programs.

## REPORT OF COMMITTEE ON ORGANIZATION AND AFFILIATION

*Members:* JOHN CUNNINGHAM, *Chairman*; ANTHONY ACCARDI, GEORGE GEIER, BRAD HAMILTON, WILLIAM KELLEY, ALBERT P. KIELBANIA, GERARD MURPHY, DANIEL MURRAY, WARREN OLSON, RALPH ROBERTS, FRANKLIN J. MURPHY, *Secretary*.

The first meeting of the Committee was held on March 22, 1961, at which time John Cunningham was elected Chairman, and Franklin J. Murphy, Secretary.

The Committee is pleased to report that a much brighter outlook appears, respecting the matter of affiliation of Local Unions with the State Labor Council. This is due in large measure to the cooperation of the office of Stanton E. Smith, Coordinator, State and Local Central Bodies of the AFL-CIO. While the Committee recognizes the value of the information supplied to the State Labor Council by Brother Smith, we are equally aware of the diligence with which Secretary-Treasurer Kelley used this information, as well as his thoroughness in contacting those Local Unions which had not affiliated.

The progress made in this direction results in almost a complete reversal of the affiliation pattern as of the last report. As of June 30, 1960 the Statement of Membership showed that the Massachusetts State Labor Council had a loss of 125 affiliated organizations due to mergers, withdrawals, etc.

As of June 30, 1961, due to the above activities, this report will show a net gain of 33 newly affiliated organizations, consisting of 91 new locals accepted with 58 locals lost by withdrawal, merger and suspensions. The losses chiefly came from locals suspended June 30, 1961 for dues delinquency.

On the vital question of exerting efforts to increase affiliation of Local Unions, the Committee reiterates its recommendation that each Council Member should continue to contact unaffiliated organizations in their districts, urging them to become part of the State Labor Council.

The Committee reviewed and discussed in detail the Nationwide Organizing Drive of the AFL-CIO which was launched in March, 1961. Impressed by the necessity of carrying out the Number One Objective of the AFL-CIO—to organize the unorganized—the Committee voted unanimously to cooperate with the National AFL-CIO and the New England Regional Office of the AFL-CIO to accomplish that objective.

To assist in this effort at the State level, the Committee has arranged a statewide Conference on Organization of all affiliated unions of the State Labor Council for Friday, September 15, 1961, at the Bradford Hotel, Boston. National AFL-CIO Director of Organization John W. Livingston will be the principal speaker; President Belanger and Secretary-Treasurer Kelley will also address the conference.

In the field of organization, the Committee makes the following recommendations:

1. The Committee, with the assistance of the Executive Officers, should conduct a survey of complaints of International and Local Unions regarding the practices and procedures of the National Labor Relations Board and, if such survey should reveal widespread dissatisfaction and injustices affecting our unions, then the Committee and the Executive Officers should wait upon the Regional Director of the NLRB to lodge official protest, and seek corrective action.

2. All organizational leads or contacts from whatever source should be referred to the Regional Office of the AFL-CIO, 73 Tremont Street, Boston, as a clearing house for reference to the respective International Unions, and to assist in organizing the unorganized, which is the primary function of that office.

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## REPORT OF COMMITTEE ON EDUCATION AND RESEARCH

*Members:* EDWARD SULLIVAN, *Chairman*; RALPH ARIVELLA, EDWARD C. BRUNELLE, MARGARET CALLAHAN, JOHN CRAIG, JOHN W. GRIFFIN, JAMES B. LAVIN, ARTHUR H. PAGE, JOSEPH SWEENEY, DANIEL WAMBOLT, VELIA T. DiCESARE, *Secretary*.

The Committee on Education and Research met on June 26, 1961, and re-elected Edward T. Sullivan, Secretary-Treasurer of the Building Service Employees No. 254 as its Chairman; also elected was Velia T. DeCesare, A.F.S.C. & M.E. No. 164 as Secretary of the Committee.

The Committee held four well attended meetings during the year. We direct your attention to the report of Francis E. Lavigne, Director of the Committee on Education and Research, outlining the programs of the Committee: Scholarship Award Program, the program in conjunction with the Massachusetts Commission on Employment of the Physically Handicapped, the Annual Labor Institute—the Harvard Trade Union Fellowship Program, the New England Economic Education Council and the Higher Education Loan Plan Program.

The 1961 Labor Institute, held at the University of Massachusetts on June 9th, 10th and 11th, broke all records for attendance with an increase of almost 50% above the record attendance of the previous year, indicating the need for educational programs such as this. This year's theme was "Labor and the New Frontiers."

The Committee felt that Labor should examine not only the problems facing the state and nation, but also should look into the problems in its own household. We featured a session on the controversial "situation picketing" which attracted considerable interest on the part of all delegates. Both the Building Trades Department and the Industrial Union Department participated. If no solution was reached, at least an understanding of the complexities of the problems was brought home to all the delegates.

Last year the Committee on Education recommended to the Convention that we consider a mid-winter Institute in Eastern Massachusetts. In view of the many activities of the other Standing Committees of the State Labor Council, we do not make this recommendation this year.

Last year we called to the attention of the Convention, the recurring problem of textbooks and syllabus material now used in Massachusetts schools. We have been encouraged by the success of those Central Labor Bodies throughout the state which established committees for this purpose. Not only has it brought forcefully to the attention of the school authorities the small amount of space devoted to the Labor Movement, but has engendered further interest and participation in our Scholarship Award Program. To those Central Labor Councils that were unable during the past year to activate committees dealing with this



subject, we recommend that they establish them immediately and make their reports to the Director of Education and Research.

Material for the National High School Forensic Series supporting the position of Organized Labor are available through the Department of Education and Research. If any of the delegates desires this material for a high school senior, contact the Director.

Support for our Scholarship Award Program continues to mount. The State Labor Council's awards of \$1,000.00 are now supplemented by an additional \$4,000.00 from Central Labor Councils and Local Unions. This program provides, with one exception, the largest amount of free scholarship money available in the state. Naturally, we want ours to be the biggest and best. We recommend that the delegates to this Convention, consider the establishment within their local or Central Council, an award similar to those mentioned in the Director's report.

We express our sincere thanks to the following locals which established scholarship programs this year and also to those that increased it.

The American Federation of Teachers, Local No. 66, Boston	\$100.00
The Retail, Wholesale and Department Store Union (Beverage Workers, Local No. 513) in memory to Phil Sacco	150.00
Boston Edison Clerical Workers, Local No. 387, U.W.U.A.	200.00
American Federation of Teachers, Local No. 1258, Salem	100.00

We recommend an intensified drive for further support to the Massachusetts Higher Education Assistance Corporation, "HELP" which raises funds through the subscription of Business, Industry, Labor and other organizations. For each \$100.00 contributed, loans up to twelve times that amount are granted to students for higher education.

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## REPORT OF COMMITTEE ON CIVIL RIGHTS

*Members:* MICHAEL HARRINGTON, *Chairman*; ELDRIDGE BUFFUM, HERMAN CARTER, LEO KARESKY, PETER LIMA, BELLE LINSKY, PAUL LORECK, WARREN OLSON, THOMAS RUSH, EDWARD WALL, JULIUS BERNSTEIN, *Secretary*.

The Civil Rights Committee comes to this convention with a report indicating increasing concern and involvement by our members in the fields of civil rights and civil liberties. As in the past, we have been fortunate in having a full-time secretary to carry on our work. And we wish to extend our thanks to the Anti-Discrimination Department of the Jewish Labor Committee for making available to us the services of the full-time civil rights specialist.

While our year of activity opened on a political note, we were also involved in legislation and education during the course of our work. The opening of our year saw us on the defensive, fighting against the great flow of anti-Catholic literature that was loosed by John F. Kennedy's campaign for the Presidency. In addition to alerting our members concerning this problem, we developed a special display of "campaign hate literature" which we used widely as an educational instrument.

With the opening of the Congressional session, our Committee became involved in rallying support for revision of Senate Rule No. 22, governing the filibuster, and revision of the House Rules Committee. (As in the past, Senator

Saltonstall voted "wrong.") Minor changes were effected, making it appear that passage of civil rights legislation on the Federal level might become somewhat easier. During the course of the year, however, it became obvious that the President was going to concentrate on making civil rights gains through Executive action, rather than through legislation.

On the state level, however, we were deeply involved in civil rights legislative work. Specific gains were made in Massachusetts in the form of three laws that were passed tightening up our ban against housing discrimination.

This area of housing discrimination received primary emphasis and attention during the past year in the Bay State. It was aided by the formation of a Federation of Fair Housing Practices Committees, to encourage citizen concern and activity on the local level. A number of trade unionists have been involved in this work in their home communities.

Our educational work reached out into a number of locals where we were invited to present programs. Unfortunately, in our view, such programs were all too few, and we would urge more locals to include civil rights films or speakers in their educational programs.

In addition, civil rights problems were handled either through classes conducted by representatives of our Committee, or through panel discussions or straight speeches at the ILGWU summer schools held at Cornell and University of Connecticut; at the Steelworkers summer schools held at University of New Hampshire and University of Rhode Island; at the RWDSU school held in Boston; at the Northern New England Steelworkers Civil Rights Conference held in Concord; and at the AFSCME-Steel-Rhode Island AFL-CIO Civil Rights Conference held in Providence. In each of these cases, we also set up literature and display tables.

Because our Committee had available a full-time person, we were able to set up display and literature tables and bring a civil rights message to the New England COPE Conference; the Vermont AFL-CIO Convention; the New Hampshire AFL-CIO Convention; the Rhode Island AFL-CIO Convention; and the United Shoenworkers National Convention, as well as our own State Convention. We were also able to help our brothers in Vermont by making available to them a model FEPC law. (Unfortunately the bill lost by only 19 votes.) In New Hampshire we helped develop the labor campaign in behalf of a bill for fair public accommodations practices, and we were pleasantly surprised when this bill was passed along with a rider banning housing discrimination.

In our own state, our Committee maintained contact with community groups working in the field of civil rights. These groups included the Massachusetts Council for Civil Rights and the Intergroup Relations Council. In the case of the National Conference of Christians and Jews, we helped them in their preliminary planning of an institute on human relations in industry; in the case of CORE, we aided them in raising funds in behalf of the Freedom Riders, and we also maintained contact with them in their program to open better job opportunities to Negro workers; in the case of the NAACP, we maintained contact with the Boston chapter, participated in a panel on employment discrimination at their Regional Conference, and distributed labor civil rights literature at this same Conference; in the case of the Jewish Labor Committee, Anti-Discrimination Department, we cooperated in their local program and our Committee's Secretary took part in the 4th National Civil Rights Conference of the JLC National Trade Union Council on Human Rights.

Our Committee, in reporting to this Convention, notes that we were involved in several other issues relating to human rights during the year. As, for



example, urging the Massachusetts Civil War Centennial Commission not to participate in any segregated observances; in helping pay honor at a Boston affair to the Gabrielle family, whose daughter Yolanda braved the epithets and abuse of bigots when she entered a desegregated New Orleans school; and in promoting the film "Harvest of Shame" which deals with the plight of the migratory worker. In addition, as a result of a report given us by the Hotel, Catering and Waitresses Union, we contacted the Massachusetts Commission Against Discrimination and received their assurance that an investigation of the employment pattern in the catering industry would be conducted during the summer.

One other issue in which our Committee was active during the year was that of hate-mongers and right wing groups. A good deal of unrest developed among our members when George Lincoln Rockwell, leader of the American Nazi Party, came to Boston. Rockwell's decision to picket a Boston movie house in Nazi uniform and the pressure for counter-demonstrations resulted in an explosive situation which made it necessary for us to maintain constant contact with our active people and with the Police Department. Following the Rockwell incident, we took part in a number of discussion panels on how to handle such bigots, and whether they should be granted the right of freedom of speech.

During the latter part of the year, we found it necessary to engage in research work on right wing groups, with special attention going to the John Birch Society. Since this group is headquartered in our state, we felt an obligation to gather and disseminate as much information as possible concerning the anti-labor and anti-democratic character of this organization. Our Committee commends to the attention of all our members the special leaflet printed by this District of the United Steelworkers entitled "The John Birch Society and You."

One other small-scale research project in which our Committee was engaged during the year, was that of the status of migratory workers in Massachusetts. We found that this is a comparatively small group, that they are fairly well supervised by the appropriate state agencies, as well as such other groups as the Massachusetts Council of Churches and the Labor Department of the Puerto Rican Government. In terms of the civil rights of these people—who are in the majority of cases either Puerto Rican or Negro—very few violations have been reported. Those that were reported received attention and efforts were made to eliminate the problem.

It is our belief that during the coming year there will be increasing concern and a stepped up tempo of activity in the advancement of civil rights. Likewise, there will be an increasing concern by the labor movement and allied democratic forces over the programs, character, and activities of right wing groups. In the light of these developments, we note with satisfaction that 24 Internationals have now set up Civil Rights Committee machinery and we urge the formation of such Committees by affiliated locals of our State organization. With Massachusetts now ranking as the top state in civil rights legislation, it is important for our locals and membership to utilize these laws so as to advance equality of opportunity for all Americans regardless of race, religion and national origin. The advances will not be made unless we work at them.

In the light of a full year of activity, the Committee on Civil Rights extends its sincere thanks to the AFL-CIO Civil Rights Department, to the officers, departments and staff of our Massachusetts AFL-CIO, to the JLC Anti-Discrimination Department, and to the many unions and organizations and unionists who, by their cooperation, helped make our work a success.



## REPORT OF COMMITTEE ON WORKMEN'S COMPENSATION

*Members:* SALVATORE A. PERCOCO, *Chairman*; THOMAS H. BINNALL, ARTHUR CECELSKI, RALPH GIANNETTI, NEIL MACKENZIE, HENRY L. NOLAN, LOUIS POIRIER, JOSEPH HUDSON, JAMES RAWSON, WILLIAM F. MALOON, AND OSCAR R. PRATT, *Secretary*.

The Committee held three meetings while the Legislature was in session. At the first meeting on February 9, 1961, Salvatore A. Percoco was elected Chairman and Oscar R. Pratt was elected Secretary.

The Workmen's Compensation bills before the Legislature were considered. One bill, S. 336, was discussed at length and in detail. It provided for changes in the term of office and salaries of the members of the Industrial Accident Board; also the Chairman would be firmly established as the Executive Head of the Division and given needed authority to effectuate the administration of the Law. In addition, a procedural change was proposed.

Further, S. 336 had a strict provision requiring members of the Industrial Accident Board "to devote their whole time to the work of the Board." This prohibited them from engaging in "any outside practice, profession or business."

This measure, S. 366, gave promise of correcting the greatest deficiency of Workmen's Compensation in Massachusetts by overcoming the long delays experienced in having claims heard and settled, a situation especially acute in some areas of the State.

The meeting recommended that a letter be sent to all affiliated unions, urging their support of the bills filed by the Council and S. 336.

The April 6th meeting heard a report by the Legislative Department on the Workmen's Compensation bills. Problems were considered connected with the passage of S. 336 which had been amended by the Committee on State Administration and given a new number, S. 543. Much time was spent on S. 543 and Chairman Salvatore A. Percoco, Attorney Lawrence S. Locke, and Legislative Agent, Albert G. Clifton were appointed as a sub-committee to meet with other groups interested in the passage of this particular type of Legislation.

On April 25th a meeting was held to take up the report of the sub-committee working on passage of a bill similar to the original S. 336. A compromise was agreed upon on the term of the Chairman which was a feature objection of ours to S. 543. Subsequently, without any major change, the Legislation was enacted as Senate 681; signed by the Governor on June 1, 1961 as Chapter 611, Acts of 1961.

We believe that within the framework of Chapter 611 there has been established the means for improvement in the administration of Workmen's Compensation and that the hearing of claims and their settlement can be expedited. We intend to closely watch the operations of the Industrial Accident Board and the progress made in meeting the objectives, which prompted the enactment of Chapter 611, and we shall make reports from time to time on our findings.

The Committee takes pride in its contribution to the passage of Chapter 611, for we have learned much about the administration of Workmen's Compensation; how involved the subject is, and we are aware that without our participation and the support given by the Executive Board and the Legislative Department, such Legislation could not be enacted.

The maximum weekly benefit has been increased to \$50, widows and children had their benefits increased at the 1961 Session, however, much remains to be done to obtain for the injured workmen and women an income more commensurate to the wage of the individual.

On July 25, 1961, the Committee met for the purpose of preparing a report and recommendations for legislation, and to discuss Workmen's Compensation in all its phases with Clinton M. Fair, Assistant Director of the Department of Social Security of the National AFL-CIO.

Director Fair gave the Committee a briefing on the several different laws that provide compensation for injured workers, such as the Jones Act covering seamen, the Railway Act, the Longshoremen's Act and the Federal Employees Act, followed by some of the more prominent provisions of the various State Acts.

He stated that a study is being made by the National AFL-CIO with the goal of setting up standards by Federal Legislation to induce the states to improve their Acts.

Director Fair gave the Committee figures relative to costs of Workmen's Compensation under private insurance in contrast to the costs under exclusive state funds. Under exclusive state funds, less than ten per cent of the premium dollar is charged for expenses other than benefits and medical treatment, while figures for private insurers range from 38.2% to 42.5%.

Many unions, because compensation provided by legislation is inadequate to meet the wage loss, have established or are seeking supplementary Workmen's Compensation benefits in their contracts. Such supplementary benefits are a growing trend and merit serious consideration by unions.

### **Legislative Recommendations**

The problems of workers with permanent incapacity whose compensation is restricted by the low wages and benefits of former years constitutes a glaring inadequacy of our Workmen's Compensation system. Many avenues have been tried over the years to correct such conditions but without avail due to Legislative and Constitutional obstacles. The Committee urges continued efforts be made with the assistance of the National AFL-CIO and legal counsel to find some method to provide additional income for such cases, and Legislation be filed if a method is found.

The Committee submits the following recommendations:

1. A bill to provide twenty per cent be added to all benefits paid, with reasonable charges incurred by a claimant in pressing his claim, in all cases where compensation has not been paid within thirty days from date of injury.
2. A bill to eliminate the present restriction on continuance of partial injury compensation.
3. A resolve for a study and report of exclusive state fund operation by a special commission and a draft of Legislation for such a Massachusetts Fund.
4. A bill to amend Section 15A to provide prompt payment of compensation where the delay is due to a dispute of insurers over the liability question.

We urge all affiliated unions to give support to Legislation to improve the lot of the injured, and to inform this Committee of any Workmen's Compensation problems they may encounter.

## REPORT OF COMMITTEE ON SOCIAL SECURITY

*Members:* DANIEL F. DOWNEY, *Chairman*; MAURICE B. CAUCHON, LAWRENCE COHEN, CHARLES COSTELLO, MICHAEL FARRAHER, GEORGE L. LEWIS, JAMES LOUGHLIN, BENJAMIN MAGLIOZZI, PHILIP MORSE, LAWRENCE THOMSON, *Secretary*.

The Social Security Committee met on several occasions at the State Labor Council offices where it went over with the Legislative Director Brother Broyer and Legislative Agent Clifton, the various bills presented to the Legislature in behalf of the 1960 State Labor Council Convention.

From time to time during the legislative session various members of the Social Security Committee assisted the Director and Legislative Agent in presenting arguments before the legislative committee on Labor and Industries in behalf of the various bills filed.

Despite the 1960 recession, which in turn created an unfavorable atmosphere for the improvement in unemployment compensation, your Legislative Agent and Legislative Director were able to persuade the Legislature to enact several bills favorable to the workers, namely:

Chapter 614. Further Regulating the Employers Contributions to the Unemployment Compensation Fund. This legislation will have the beneficial effect of bringing in additional funds to the Compensation Fund, which had been drawn upon because of the high level of unemployment.

In addition, a number of industry sponsored bills were defeated. Those bills would have the effect of making it more difficult for workers to qualify for benefits.

A number of other bills, namely Sickness Compensation and Unemployment Benefits for workers on strike will be reported on in more detail by the Legislative Department.

Support was given to the various federal measures for the relief of unemployment, such as the Kennedy proposals for emergency unemployment compensation for workers who had exhausted their claims under State Unemployment Benefit systems.

The committee wishes to commend the Legislative Director and Legislative Agent for their efforts in the difficult 1961 session, one of the shortest sessions in many a year.

The committee calls upon all affiliated unions to take a more active interest in legislative matters in order to counteract the ever growing activity of industrial management in this most important field of legislation, in order to protect and improve the results of many years of hard won endeavors.

We wish to thank Secretary-Treasurer Kenneth Kelley for his usual wise and helpful assistance in our work.

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## REPORT OF COMMITTEE ON TAXATION

*Members:* RICHARD B. O'KEEFE, *Chairman*; THOMAS P. AHEARN, ROBERT E. FLYNN, JOSEPH HARDIMAN, JAMES LAWSON, VALENTINE MURPHY, HAROLD PHELPS, PHILIP SALEM, CHARLES WARREN, ROBERT WEISMAN, JOHN F. JELLISON, *Secretary*.

The Committee on Taxation held many meetings while the State Legislature was in session and had, as its principal program, the necessity of securing passage



of an amendment to the State Constitution providing for a Graduated Income Tax to eventually come into effect in the Commonwealth of Massachusetts.

In 1959, a joint session of the Senate and House adopted such an amendment and it was imperative that in 1961 a similar joint session approve such an amendment which, in turn, would place the question of a Graduated Income Tax on the ballot in 1962.

Your Committee contacted every Legislator urging favorable action on such an amendment. We pointed out the following to the Legislators:

“The measure you will be acting on Wednesday, March 29, 1961 is not a Graduated Income Tax Law; it has nothing to do with income tax exemptions or rates. Exemptions and rates will be the business of the Legislature sometime after the 1962 Election, if the people support the proposed amendment.”

We are happy to report that enough members of the Legislature voted in favor of the amendment and the Graduated Income Tax will, therefore, be on the 1962 ballot.

While we can be proud of accomplishing this much, it is important to note that the victory in itself is not total in that some Senators and Representatives made it known that while they were voting in favor of the amendment, they were reserving their position as to a Graduated Income Tax. Some of them made it crystal clear that they were voting for the amendment only to give the voters of Massachusetts an opportunity to signify their position on this issue. Therefore, this means that Labor will undoubtedly have to do a lot of educational work with the general public as well as its members, to get them to vote in favor of having a Graduated Income Tax in this Commonwealth.

It is obvious, from reading some of the editorials in opposition to having the Constitutional Amendment on the ballot, that such proposal on the ballot in November will be attacked continuously and viciously. Your Committee on Taxation believes that the State Labor Council should prepare now for a full-fledged campaign urging adoption of this Constitutional Amendment.

Your Committee wishes to point out to the delegates, as it did to the Senators and Representatives, that the amendment itself has nothing to do with income tax exemptions or rates. If the people support the proposed amendment, it would mean that the Legislature, in 1963, would then take up the business of exemptions and rates and finally work out a proper Graduated Income Tax. The delegates to this Convention should pay particular attention to this phase of the proposal and by repeatedly speaking out on the issue in the weeks and months to come, they will, in a great measure, help to defeat those whose aim will be to prevent the adoption of a Graduated Income Tax in Massachusetts.

Labor's policy has been established repeatedly by National and State bodies of the AFL-CIO—firmly in support of Graduated Income Taxes—because in this way taxes are levied on the basis of ability to pay.

We wish to thank the Executive Officers and Executive Council of the Massachusetts State Labor Council, AFL-CIO for their cooperation in working with our Committee. Special thanks, also, are extended to Legislative Director James A. Broyer and COPE Director Joseph Cass along with Director of Public Relations Gerard Kable, for their assistance in making the proper contacts for Legislative approval.

## REPORT OF MASSACHUSETTS UNION LABEL COUNCIL, AFL-CIO

*President, MARTIN J. CASEY; Secretary-Treasurer, ALBERT WYTHE*

Our 7th Annual Convention was held in Salem and had a very good attendance. Reports to Convention showed many new affiliates, also increased interests in demands for Union Labels, Union Services and Union Buttons and again stressed the importance to all workers of patronizing Union Labels, Shop Cards and Buttons, the only guarantee of Union Made or Union Services. Reports of officers showed increased cooperation in distribution of Union Label items at banquets and conventions.

Union Label Week has been set for the week of September 3-9 and the Governor of Mass. and various Mayors will have issued Proclamations endorsing Union Labels and Services and calling upon the public to patronize same. Stores have been asked to feature Union Label items.

The Union Label campaign of the Int. Ladies Garment Workers Union has made possible purchase of ladies and children's wear bearing their ILGW Union Label; they have cooperated in supplying various Union Label items for distribution at conventions and banquets.

The Amalgamated Clothing Workers Union, who have benefited throughout the years through the Union Label drives of this and other Union Label Councils, Union Label Committees, Lodges, Auxiliaries and Union members, have failed to affiliate with the Council to date, yet they have reaped the benefits of our work and publicity throughout the years.

Union Label Exhibits which have been on display at State Labor Conventions for ever so many years, same made possible by donations from manufacturers and Unions, are still the highlight of Conventions of the Mass. State Labor Council AFL-CIO and Union Label Exhibits affords them an opportunity of advertising their products or services at cost of articles donated. All items donated are given away "Free" in a drawing held at noon of the last day, after having been on exhibition all week.

The Union Label, Shop Card and Buttons ARE LABOR-MANAGEMENT COOPERATION and deserves the support of all members and their families.

Women's Auxiliaries are doing a splendid job in increasing Sales and Demands for Union Labels and Union Services. Every Local Union should immediately establish a Women's Auxiliary whose duty it will be to cooperate in Union Label work and also in making members aware of the vital work carried on by COPE in the political field.

Union Label Committees should be appointed in every Local Union, its duties to keep members apprized of Union Label items and services; also on the unfair items or concerns, said Committee to report at every meeting.

The Union Label, Shop Card and Buttons are the most powerful weapons Workers have; patronage of same means advancement for all Workers; failure to patronize same means spending Union earned monies with those who would destroy the Labor movement.

The Union Label, Shop Card and Buttons are the answer to Taft-Hartley and Landrum-Griffin Bills which are adopted to prevent workers receiving what they are justly entitled to. Patronage of Union Labels, Shop Cards and Buttons means protecting your own best interests, also will result in Industries demanding organizing rather than fighting it.

The Massachusetts Union Label Council AFL-CIO gives information on Union Labels, Shop Cards and Buttons and cooperates with Locals and members at all times. Do not hesitate to call on us.

THE UNION LABEL, SHOP CARD and BUTTONS ARE THE MOST POWERFUL WEAPONS WORKERS HAVE—YOU HAVE POWER, USE IT. BE UNION—BUY UNION LABEL—SPEND YOUR UNION EARNED MONEY WITH THOSE WHO PATRONIZE YOU.

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## REPORT OF COUNSEL FOR MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO

By: ROBERT M. SEGAL

### 1. Introduction

The new federal law of 1959 as well as several important decisions by the federal and state courts have added to the complexity of federal and state labor laws which concern the labor movement of the Commonwealth. The activities of the Counsel for the Massachusetts State Labor Council ranged from answering queries on the new federal law and decisions, drafting and analyzing legislative bills on the state level, writing legal memoranda and public relations work.

### 2. Federal Laws and Decisions

Various legal memoranda were prepared on the "Labor-Management Reporting and Disclosure Act of 1959" and numerous inquiries under the new law directed to the state office were answered.

The decision of the U. S. Supreme Court in *Gallagher v. Crown Kasher Super Market, Inc.*, 61 S. Ct. 1122 upholding the constitutionality of the Sunday laws of Massachusetts was analyzed for the Council. In addition, a detailed memorandum on Chapter 136 of the General Laws of Massachusetts was prepared and distributed. Drafts of proposed amendments were also analyzed and criticized.

The decision of the U. S. Supreme Court in the ITU strikes in Haverhill and Worcester, Mass. was analyzed and circulated in an article in the monthly *Newsletter*, which also carried an analysis of the Court's decisions reversing the NLRB in the *Brown-Olds* and *Mt. Pacific* doctrines.

### 3. State Legislation

In the field of state legislation, your counsel drafted the various bills introduced by the Legislative Department pursuant to convention and Executive Council action. In appearances before the Legislative Committees, he opposed the crippling amendments to the three-judge panel law, the anti-injunction law, and the extension of the Slichter Law.

Moreover, your counsel prepared numerous memoranda for your Legislative Department and Executive officers dealing with Sunday laws, the three-judge panel law, the anti-injunction law, the minimum wage law, the prevailing wage law, the health and welfare law and the workmen's compensation law. He also worked closely with the Boston Bar Association committee on the bill to re-organize the industrial accident board.



#### 4. Legal Opinions, Public Relations and Miscellaneous Activities

Various legal opinions relative to federal and state labor laws were given to the executive officers and legislative department. Conferences were also held with various standing committees of the Council relative to legal problems.

In the field of public relations, your counsel was quite active. He spoke on recent developments in the labor law field at the Council's Annual Labor Institute at the University of Massachusetts on June 10th. He played a leading part in the Second Annual Labor Institute of Northeastern University and co-sponsored by your organization. He continues to serve as co-chairman of the Labor-Management Relations Committee of the Boston Bar Association and is assisting in setting up a third Labor Institute of Northeastern University for December, 1961.

Your counsel wrote several legal articles on labor matters which were published in the *Boston Bar Journal*, the Convention Year Book of the State Labor Council, the *Boston Herald*, and various legal journals. He is currently preparing the Labor Relations Chapter for the 1961 Annual Survey of Mass. Law published by Boston College.

In addition, your counsel checked legal matters in the releases and statements of the officers and the Departments of Publications and Public Relations and Education of your Council.

#### 5. Conclusion

As already noted, the work of the Counsel to the Mass. State Labor Council covers a wide range of activities which have become more complex and important as a result of the increase in federal and state labor laws and decisions.

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## AFFILIATES ACCEPTED—JULY 1960—JUNE 1961

### July 1960

AFSC&ME Local No. 987, Boston	N
RWDSU, Local No. 593, Taunton	N

### August 1960

None

### September 1960

F.L.U. Local No. 23711, South Braintree	N
United Silver Workers RWDSU, Local 528A, Taunton	N
United Municipal Employees (BSEIU) Local No. 495, Worcester	N
Carpenters Local No. 424, Hingham	R
Stage Employees Local No. 53, Springfield	R
Painters Local No. 691, New Bedford	R
Building Laborers Local No. 560, Waltham	R
Carpenters Local No. 2468, Quincy	R
AFSC&ME Local No. 445, Boston	R
UAW Local No. 209, South Boston	R
USA Local No. 2649, Lynn	R
USA Local No. 2825, Everett	R
IUE Local No. 274, Waltham	R

### October 1960 (Special Meeting)

AFSC&ME Local No. 1134, Boston	R
Steelworkers Local No. 2828, Palmer	R

### October 1960 (Regular Meeting)

AFSC&ME Local No. 51, Boston	R
Transport Workers Local No. 515, Boston	R

### November 1960

Steelworkers Local No. 5989, Worcester	N
Newspaper Guild Local No. 105, Salem	R
Insurance Workers Local No. 54, Fitchburg	R
Steelworkers Local No. 5182, Taunton	R

### December 1960

Printing Pressmen & Specialties Products Local No. 539, Cambridge	N
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**January 1961**

Carpenters Local No. 2540, Springfield	N
Federal Labor Union No. 23081, Lawrence	N
Theatrical Stage Employees Local No. 57, Fall River	N
I.U.E. Local No. 253, Worcester	N
Motion Picture Operators No. 111, Lawrence	R
Motion Picture Operators No. 196, Salem	R

**February 1961**

Typographical Local No. 38, Haverhill	N
Plumbers Local Union No. 64, Northampton	N
Federal Labor Union No. 22305, Cambridge	N
Typographical Union Local No. 109, Pittsfield	N
United Papermakers Local No. 204, Haverhill	N
Theatrical Stage Employees Local No. 89, Holyoke	N
Painters Local No. 1074, Boston	N
Roofers Local No. 39, Brockton	N
United Rubber Workers Local No. 605, Boston	N
Roofers Local No. 131, Haverhill	N
Street Railway Employees Local No. 1512, Springfield	N
Building Service Employees Local No. 410, Revere	R

**March 1961**

Boot & Shoe Workers No. 783, Middleboro	N
Roofers Local No. 105, Worcester	N
I.B.E.W. Local No. 1754, New Bedford	N
Firefighters Local No. 108, Northampton	N
Carpenters Local No. 1593, Concord	N
Millinery Workers Local No. 114, Worcester	N
Oil, Chemical & Atomic Wrks. No. 14-1409, Boston	N
Federal Labor Union No. 24738, Fall River	N
Typographical No. 281, Marlboro	N
I.U.M.S.W.A. Local No. 25, Boston	N
Federal Labor Union No. 24058, Lawrence	N
Papermakers & Paperworkers No. 534, Pepperell	N
I.B.E.W. Local No. 989, Haverhill	N
I.B.E.W. Local No. 96, Worcester	R

**April 1961**

Street Carmen Division 1318, Boston	N
Amer. Fed. Govt. Emp. No. 82, Boston	N



Utility Workers No. 386, Boston	N
Electrical Workers No. 326, Lawrence	N
Directly Affiliated Union No. 23987, Boston	N
Woburn Bldg. Service Employees No. 492, Woburn	N
Medford Bldg. Service Emp. No. 492, Medford	N
Lathers Local No. 139, Fall River	N
Firemen & Oilers No. 45, Bridgewater	N
Bartenders No. 100, New Bedford	R
Boilermakers & Blacksmiths Lodge 1570, Springfield	R
United Municipal Workers No. 285 (BSEIU), Boston	R

### May 1961

Papermakers Local No. 651, Lawrence	N
Packinghouse Workers Local No. 165, Cambridge	N
Papermakers Local No. 896, Norwood	N
United Papermakers Local No. 924, Lawrence	N

### June 1961

Pulp & Sulphite Workers Local No. 461, Cambridge	N
IUE, Local 224, Danvers	N
Fire Fighters No. 1391, Taunton	N
Railroad Trainmen Lodge No. 97, Boston	N
Railroad Trainmen Local No. 404, Boston	N
Railroad Trainmen Local No. 486, Boston	N
Railroad Trainmen Lodge No. 621, Boston	N
Railroad Trainmen Local No. 901, Boston	N
Railroad Trainmen Lodge No. 909, Boston	N
Railroad Trainmen Local No. 93, Fitchburg	N
Railroad Trainmen Lodge No. 426, Greenfield	N
Railroad Trainmen Lodge No. 688, Lawrence	N
Railroad Trainmen Lodge No. 233, Lowell	N
Railroad Trainmen Lodge No. 336, Pittsfield	N
Railroad Trainmen Lodge No. 507, South Boston	N
Railroad Trainmen Lodge No. 587, Springfield	N
Railroad Trainmen Lodge No. 622, Springfield	N
Railroad Trainmen Lodge No. 70, Taunton	N
Railroad Trainmen Lodge No. 238, W. Springfield	N
Boilermakers Union Local No. 573, Holyoke	N
AFSC&ME Local No. 1382, Boston	N
IUE Local 250, Warren	N

**DELINQUENT LOCALS SUSPENDED JUNE 30th, 1961**

	<i>Months</i>	<i>Amount Owed</i>
AFSC&ME No. 86-1, Boston	9	\$ 27.00
AFSC&ME No. 465, Boston	8	24.00
Leather Goods, Plastic & Novelty Wkrs., Boston	11	33.00
P. O. Clerks No. 100, Boston	8	100.00
Painters No. 577, Cambridge	5	30.00
Painters No. 400, Everett	11	33.00
Bartenders No. 99, Fall River	5	35.00
Plumbers No. 53, New Bedford	8	38.00
RR & SS Clerks No. 273, Pittsfield	5	15.00
Insurance Wkrs. No. 138, Randolph	11	33.00
Painters No. 1280, Revere	11	33.00
*Amer. Fed. Gov't. Emp. No. 431, Springfield	11	33.00
Carpenters No. 2296, Springfield	11	33.00
*Amer. Fed. Tech. Eng. No. 112, Springfield	8	112.00
P. O. Clerks No. 497, Springfield	8	80.00
AFSC&ME No. 813, Taunton	8	24.00
*Teachers No. 1029, Worcester	5	17.50
Social Workers No. 987, Boston	8	78.40
IUE No. 216, Dorchester	12	73.20
IUE No. 270, Danvers	6	508.50
IWIU No. 52, Milford	13	39.00
IWIU No. 54, Fitchburg	5	15.00
*MEBA No. 59, Boston	5	77.75
*ANG No. 105, Salem	5	15.00
RWDSU No. 99, Boston	10	60.00
RWDSU No. 173, Boston	10	83.00
RWDSU No. 444, Boston	10	141.00
RWDSU No. 513, Boston	10	95.00
RWDSU No. 515, Springfield	10	40.50
RWDSU No. 566, Springfield	10	65.50
RWDSU No. 606, Boston	10	30.00
RWDSU No. 610, Boston	10	50.00
RWDSU No. 701, Boston	10	30.00
USA No. 2851, Taunton	5	15.00
USA No. 5100, Taunton	11	33.00

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\* Indicates payment received after July 1, 1961—local reinstated.

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**MASSACHUSETTS STATE  
LABOR COUNCIL, AFL-CIO  
REPORT ON AUDIT  
June 30, 1961**

**FLAHERTY, BLISS AND COMPANY  
CERTIFIED PUBLIC ACCOUNTANTS  
40 COURT STREET  
BOSTON**

## FLAHERTY, BLISS AND COMPANY

*Certified Public Accountants*

40 COURT STREET

BOSTON

August 16, 1961

Massachusetts State Labor Council, AFL-CIO  
 11 Beacon Street  
 Boston, Massachusetts

Gentlemen:

In accordance with instructions we have made an examination of the books and records of Massachusetts State Labor Council, AFL-CIO for the year ended June 30, 1961. We have prepared and attach hereto the following financial statements:

*Exhibit 1* Balance Sheet—June 30, 1961.

*Exhibit 2* Statement of Income and Expense and Analysis of Net Worth—  
 For the Fiscal Year Ended June 30, 1961.

*Schedule 1* Statement of Membership—For the Fiscal Year Ended June 30, 1961.

*Schedule 2* Analysis of 1960 Convention Expense.

## COMMENTS

<i>Cash in Bank and on Hand</i> .....	<u>\$43,366.81</u>
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The cash consisted of the following:

First National Bank of Boston—Checking Accounts:

General Fund .....	\$37,095.44
Year Book .....	3,673.79
COPE .....	2,363.41
Benefit Plan .....	209.17

Total Checking Accounts .....	<u>\$43,341.81</u>
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Petty Cash Fund .....	25.00
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<i>Total</i> .....	<u><u>\$43,366.81</u></u>
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We received from the First National Bank of Boston a statement of cash balances at June 30, 1961 and we have reconciled that statement of balances with the books.

The balance of the COPE account (\$2,363.41) may only be used for political, educational and administrative expenses within the provisions of state and federal laws.

<i>Dues Receivable from Affiliates</i> .....	<u>\$9,183.15</u>
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Our examination of the records showed the above amount represents the total of the open balances as shown by the dues ledgers. Dues Receivable represent per capita tax dues of .05 cents per member per month that affiliated local unions pay to the State Labor Council.

At June 30, 1961 certain affiliated local unions had not paid their current per capita dues and these unpaid items amounted to \$9,183.15. We did not verify any of the balances by correspondence.

*U. S. Government Securities* (at cost) ..... \$8,500.00

The securities belonging to the General Fund (registered in the name of Massachusetts Federation of Labor Workmen's Compensation Fund) consisted of the following bonds:

2½% Treasury Bonds issued February 1, 1944 and due in 1965-1970 par value and cost \$8,500.00.

On August 16, 1961 one of our representatives inspected the above securities at the safe deposit box maintained at the First National Bank of Boston.

*Deposit* ..... \$425.00

In a prior year the sum of \$425.00 was deposited with the American Airlines in order to establish air travel credit card privileges. We did not verify this deposit by correspondence.

*Accounts Payable* ..... \$3,763.01

Unpaid bills applicable to the year ended June 30, 1961 consist of the following:

Scholarship Awards to be made at the 1961 Convention ..... \$3,000.00

Executive Council Expenses ..... 330.73

Balance of Printing Costs—1960 Convention Proceedings ..... 116.43

Unpaid Office Expenses for June, 1961 ..... 315.85

*Total* ..... \$3,763.01

*Payroll Taxes and Deductions Payable* ..... \$1,614.04

At June 30, 1961 there was accrued and unpaid the following items:

Federal Income Tax Withheld ..... \$828.55

Massachusetts Income Tax Withheld ..... 277.28

F.I.C.A. Tax Withheld ..... 151.03

F.I.C.A. Tax Employer's Expense ..... 151.03

Federal Unemployment Tax ..... 110.50

Massachusetts Unemployment Tax ..... 95.65

*Total* ..... \$1,614.04

All of the above items are current.

*Dues from Affiliates Received in Advance* ..... \$616.85

Certain affiliated unions had paid per capita tax dues of \$616.85 that are applicable to the period starting July 1, 1961 and we have deferred this amount to the next accounting period.

*1961 Year Book Advertising Received in Advance* (Net) ..... \$7,692.00

During the year under review there was received for the 1961 year book for advertising the amount of ..... \$12,820.00

Commissions incurred in getting this advertising amounted to ..... 5,128.00

*Net Income to June 30, 1961 for 1961 Year Book* ..... \$ 7,692.00

The 1961 year book will not be published until September, 1961 and so the income and expense involved have been deferred to the next accounting period.



### GENERAL COMMENTS

In general, we have examined accounting records and other supporting evidence submitted for our inspection by methods and to the extent we deemed appropriate. While a review of the accounting procedures and system of internal control has been made we did not make a detailed audit of the transactions.

In our opinion the accompanying Balance Sheet, Statement of Income and Expense and Analysis of Net Worth and related schedules fairly present the financial position of Massachusetts State Labor Council, AFL-CIO at June 30, 1961 and the results of its operations for the year then ended in accordance with accepted principles of accounting applied on a basis consistent with that of the preceding year.

Respectfully submitted,

FLAHERTY, BLISS AND COMPANY

Exhibit 1

MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO  
BALANCE SHEET

JUNE 30, 1961

*ASSETS*

Cash in Bank and on Hand .....	\$43,366.81
Dues Receivable from Affiliates .....	9,183.15
U. S. Government Securities (at cost) .....	8,500.00
Deposit .....	425.00
1961 Convention—Advance Expenses—Printing .....	306.00
Advance Payment for July, 1961, Rent .....	800.00
Other Receivables (overpayment of payroll taxes) .....	41.88
<i>TOTAL ASSETS</i> .....	<u><u>\$62,622.84</u></u>

*LIABILITIES—DEFERRED CREDITS—NET WORTH*

Liabilities:

Accounts Payable .....	\$ 3,763.01
Payroll Taxes and Deductions Payable .....	1,614.04
Total Liabilities .....	<u>\$ 5,377.05</u>

Deferred Credits:

Dues from Affiliates Received in Advance ....	\$ 616.85
1961 Year Book Advertising Received in Advance .....	\$12,820.00
Less: Commissions and Expenses Paid on Above Advertising .....	5,128.00      7,692.00

Total Deferred Credits ..... 8,308.85

Net Worth ..... 48,936.94

*TOTAL LIABILITIES—DEFERRED CREDITS—NET WORTH* \$62,622.84

*Note:* The above statement is part of a report dated August 16, 1961, and is subject to the comments contained therein.

Exhibit 2

MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO  
STATEMENT OF INCOME AND EXPENSE AND ANALYSIS OF NET WORTH  
FOR THE FISCAL YEAR ENDED JUNE 30, 1961

		<i>COPE Funds</i>	<i>General Funds</i>	<i>Total</i>
Income:				
Per Capita Dues from Affiliated Locals .....			\$164,123.65	\$164,123.65
COPE Receipts:				
Various Local Unions .....	\$ 6,044.26			
COPE—Washington .....	18,452.15	\$24,496.41		24,496.41
Interest on U. S. Bonds .....			212.50	212.50
Miscellaneous Income .....			21.88	21.88
1960 Year Book Receipts .....	\$19,007.50			
1960 Year Book Expense .....	9,744.00		9,263.50	9,263.50
Total Income .....		<u>\$24,496.41</u>	<u>\$173,621.53</u>	<u>\$198,117.94</u>
Expenses:				
Salaries:				
Secretary-Treasurer .....	\$10,649.96			
Legislative Director .....	8,749.86			
Legislative Agent .....	7,749.86			
Director of Education .....	8,250.12			
Director of COPE .....	8,250.12			
Director of Public Re- lations .....	7,749.86			
Clerical .....	20,600.17		\$ 71,999.95	\$ 71,999.95
Travel and Expenses:				
Legislative Department .....	\$ 3,435.49			
Education Department ....	997.53			
COPE Department .....	996.10			
Public Relations Depart- ment .....	179.30			
Secretary-Treasurer and Others .....	3,655.49		9,263.91	9,263.91
Legal Advisor .....			3,873.92	3,873.92
Rent and Light .....			9,600.00	9,600.00
Auditing .....			1,025.00	1,025.00
Office Expenses .....			1,113.79	1,113.79
Office Supplies (including machines and equipment of \$2,502.34) .....			6,512.95	6,512.95



Postage .....	3,211.87	3,211.87	
Blue Cross-Blue Shield .....	2,399.61	2,399.61	
Advertising .....	252.00	252.00	
Miscellaneous .....	452.85	452.85	
1960 Convention Expense (see attached Schedule 1) .....	9,732.11	9,732.11	
Dues to Affiliated Organizations .....	180.25	180.25	
Donations and Subscriptions .....	2,028.36	2,028.36	
Executive Council Meetings and Expense	4,964.75	4,964.75	
Essay Contest Expense and Scholarship .....	2,886.97	2,886.97	
Cost of Life Insurance and Retirement Pro- gram of Employees .....	9,562.15	9,562.15	
Insurance .....	146.64	146.64	
Tickets .....	2,861.50	2,861.50	
Payroll Taxes .....	1,902.33	1,902.33	
Messenger Service .....	343.10	343.10	
Newsclip Service .....	189.92	189.92	
Printing Expense of Monthly Newsletter ...	1,609.79	1,609.79	
Printing and Pamphlets .....	985.51	985.51	
Physically Handicapped Scholarship Program	450.00	450.00	
Public Stenographic Expense and Extra Cler- ical Help .....	1,914.26	1,914.26	
Telephone and Telegraph .....	3,736.62	3,736.62	
Bad Debts—Per Capita Tax Owed by Sus- pended Locals .....	1,083.50	1,083.50	
Standing Committee Expenses:			
Printing Booklets on Work- men's Compensation Law, \$1,654.00 Less Receipts of \$634.27 ....	\$1,019.73		
Miscellaneous Expenses of Other Committees .....	586.54	1,606.27	1,606.27
Fellowship Awards Program .....	3,220.87	3,220.87	
Labor Institute—1961			
Expenses .....	\$4,513.56		
Receipts .....	4,393.00	120.56	120.56
1960 Political Campaign Expense of Massa- chusetts COPE .....	\$28,802.19		28,802.19
Total Expenses .....	\$28,802.19	\$159,231.31	\$188,033.50
Net Income for Fiscal Year Ended June 30, 1961	<u>(\$ 4,305.78)</u>	<u>\$ 14,390.22</u>	<u>\$ 10,084.44</u>
Net Worth—June 30, 1960 .....			38,852.50
Net Worth—June 30, 1961 .....			<u>\$ 48,936.94</u>

*Note:* The above statement is part of a report dated August 16, 1961 and is subject to the comments contained therein.

## Schedule 1

## MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO

## STATEMENT OF MEMBERSHIP

FOR THE FISCAL YEAR ENDED JUNE 30, 1961

Affiliated Organizations—July 1, 1960 .....	1,019
Affiliated Organizations accepted during the Year .....	91
Total .....	1,110
Affiliated Organizations lost during the year (by mergers, withdrawals, suspensions, etc.) .....	58
<i>Affiliated Organizations—June 30, 1961</i> .....	<u>1,052</u>

*Note:* The above statement is part of a report dated August 16, 1961 and is subject to the comments contained therein.

## Schedule 2

## MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO

## ANALYSIS OF 1960 CONVENTION EXPENSE

BOSTON, MASSACHUSETTS

OCTOBER 5, 6, 7, 1960

Printing—Proceedings, Reports, Resolutions, Credentials, etc. ....	\$3,089.54
Hotel—Hall Rental, Rooms, Meals, Gratuities, etc. ....	2,665.02
Convention Badges .....	1,233.53
Sergeant-at-Arms Expense .....	100.00
Stenotyping and Typewriting .....	451.00
Entertainment .....	300.00
Signs, Posters and Plaques .....	223.50
Convention Photos .....	288.00
Credentials Committee .....	225.00
Miscellaneous .....	1,156.52
<i>Total</i> .....	<u>\$9,732.11</u>

*Note:* The above statement is part of a report dated August 16, 1961 and is subject to the comments contained therein.

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